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CAUT ACPPU
BULLETIN

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La première université à but lucratif

Le gouvernement de l'Alberta a posé un geste sans précédant en accordant au DeVry Institute of Technology, une société américaine à but lucratif qui possède 21 campus en Amérique du Nord, le droit de conférer des grades universitaires.

« Cette importante décision pourrait avoir de graves conséquences pour les universités publiques du pays », a déclaré Tom Booth, président de l'ACPPU. « Par ce décret, le gouvernement de l'Alberta crée la première université à but lucratif du Canada. »

Lors d'une réunion tenue au début de février, le cabinet provincial a adopté un décret conférant au DeVry Institute of Technology-Calgary le pouvoir de décerner des baccalauréats en techniques de systèmes informatiques (programme de quatre ans), en techniques de génie électronique (programme de quatre ans) et en exploitation d'entreprise (programme de quatre ans).

Le décret fait suite à la recommandation du Private Colleges Accreditation Board de la province.

Selon John Baker, président de l'University of Calgary Faculty Association, cette décision est un coup dur pour les universités publiques de l'Alberta.

« La diminution considérable du financement provincial a affaibli le système universitaire albertain depuis dix ans », a-t-il déclaré.

Il est également furieux contre le manque flagrant de consultation publique.

« Notre système universitaire est touché d'une manière inaltérable. Pourtant la décision du gouvernement a été prise par le cabinet juste avant les élections sans qu'aucun communiqué n'annonce ce geste sans précédent. »

À ce jour, seule une poignée d'établissements privés sans but lucratif peuvent conférer des grades au Canada. Aucun établissement à but lucratif n'a encore obtenu ce pouvoir. « La nature publique et sans but lucratif de l'enseignement postsecondaire au Canada sert le bien commun », a expliqué M. Booth. « Le système public est le mieux apte à garantir le libre accès au savoir et à offrir la possibilité d'obtenir un diplôme universitaire ou collégial d'une manière plus accessible et abordable. »

Les droits de scolarité moyens du DeVry Institute de Calgary sont d'environ 8 000 $ par année contre 4 400 $ à l'University of Calgary.

Voir BUT LUCRATIF à la page A5

Certification Drive at UPEI

PHOTO: COURTESY OF THE UNIVERSITY OF PRINCE EDWARD ISLAND

An overwhelming majority of full- and part-time faculty members sign up during local initiative to unionize.

On Feb. 23 the University of Prince Edward Island Faculty Association submitted its application for certification to the provincial Labour Relations Board. Don Gillis, president of the faculty association, said a 30-member organizing team signed up an overwhelming majority of the 300 full- and part-time faculty members during a three-month organizing campaign.

"There was a great mood throughout the campaign," Gillis said. "Everyone on the team worked extremely hard. Once we got started, you could just see it was going to be successful."

Gillis said in many departments every faculty member signed a card.

"The response was incredible," Gillis said. "It's clear the time was right to join our colleagues in unionized faculty associations across Canada."

Eighty per cent of the faculties of Canada's university are currently unionized, and the only other university in Atlantic Canada where the faculty is not unionized is St. Francis Xavier University in Antigonish.

According to Gillis, a key moment in the campaign was a meeting in early February where CAUT executive director Jim Turk, Mount Allison Faculty Association president Bob Rosebrugh, Greg Allain, president of the Association des bibliothécaires et des professeurs et professeures de l'Université de Moncton and Vic Catano from Saint Mary's University Faculty Union answered members' questions for more than three hours.

"I was extremely impressed with the professional manner in which the association and its leadership conducted the meeting," said Catano, who is also vice-president of CAUT. "At the meeting everyone, both those who were openly pro- and anti-certification, felt free to express their views and to ask questions about the process."

"After that meeting, many people signed up right away," Gillis said. "The old arguments against unionizing came up, but were easily addressed at the meeting, often by our own members."

The proposed bargaining unit includes anyone who teaches at least one course at the university, including clinical instructors in the school of nursing and faculty of the Atlantic Veterinary College.

The university has until March 16 to file its response. Under PEI labour law, a vote will be held only if the labour relations officer deems it necessary.

"Clearly, we feel our majority is significant enough to warrant automatic certification," Gillis said.

The next step for the association is to determine priorities for bargaining. An economic benefits committee will be struck, as well as working groups to discuss various items the members will want to address in first contract negotiations. ■

DeVry Given Degree-Granting Privileges

In an unprecedented move, the government of Alberta has granted the DeVry Institute of Technology, a for-profit US-based corporation with 21 campuses across North America, the right to grant academic degrees.

"This is a serious development that could have profound implications for public universities across the country," said CAUT president Tom Booth. "This decision by Alberta creates the first for-profit university in Canada."

At a provincial Cabinet meeting in early February, an Order in Council was passed that designated the DeVry Institute of Technology-Calgary as "an institution that may grant baccalaureates in respect of 4-year Bachelor of Technology in Computer Information Systems, 4-year Bachelor of Technology in Electronics Engineering Technology and 4-year Bachelor of Business Operations programs."

The Order was made based on the recommendation of the province's Private Colleges Accreditation Board.

University of Calgary Faculty Association president John Baker called the decision a "body blow" to Alberta's public universities. "Alberta's university system has been weakened over the last decade with the dramatic loss of provincial funding," he said.

Baker also expressed anger over the apparent lack of public consultation.

"Our university system is being inalterably affected, yet the government slipped this decision through Cabinet just before an election, without even a news release announcing this precedent-setting action," he said.

Until now, only a handful of non-profit private institutions has been awarded degree-granting status in Canada. For-profit institutions have never been granted this status.

"The public and not-for-profit nature of post-secondary education in Canada serves the public interest," Booth explained. "A public system best guarantees that knowledge is freely available, and that opportunities to pursue a university or college degree are widely accessible and affordable."

Average tuition at DeVry Calgary is about $8,000 a year, compared to $4,400 at the University of Calgary.

See DEVRY Page A9

Nos universités, notre avenir.

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L'évolution de la direction universitaire depuis 35 ans.
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B.C. Labour Board Grants UBCFA Right to Represent All Faculty

IN a decisive victory, the University of British Columbia Faculty Association has gained the right to represent all faculty members at UBC.

In a decision handed down Dec. 18, the B.C. Labour Relations Board reaffirmed the faculty association as the appropriate bargaining unit for all full-time faculty members and sessional lecturers. In addition, the decision upheld an earlier panel's ruling which officially recognized the faculty association's status as a trade union under the labour code.

Last year the Canadian Union of Public Employees (CUPE) sought leave to appeal after an earlier board ruling dismissed its application to represent sessionals at UBC in a separate bargaining unit or as part of an existing teaching assistants local.

CUPE cited five grounds as a basis for their appeal. These included a challenge of the original board finding that there was "functional integration" of sessionals and regular faculty members and an assertion that the board had erred in assessing the status of voluntary recognition agreements under the Labour Code relative to rights acquired through certification.

In its summary findings the board denied CUPE's request on four grounds. And, CUPE's assertion that the original panel had erred in finding there was functional integration of sessionals and regular faculty members was dismissed outright.

"We're pleased by the final ruling of the B.C. Labour Relations Board in the matter of CUPE's attempted raid on UBC sessional faculty members," said faculty association president Norma Wieland.

"In two previous decisions on the matter, the board had already found that the faculty association bargaining unit comprising all faculty was the appropriate bargaining unit."

In its ruling, the board upheld the original panel's decision that "both faculty members and sessional lecturers are engaged to perform the core function of teaching. To the extent that faculty and sessionals share teaching responsibilities, they were found to perform virtually identical work and could teach the same course during the same semester without any outward appearance of any difference." It is the "overlapping and shared duties" the board found to "require a bargaining unit inclusive of both."

The board report also states that it sees no reason to question the finding of the original panel that this significant level of functional integration resulted in industrial instability concerns if sessional and regular faculty were in separate bargaining units.

The board did grant leave to apply for reconsideration on one ground: the issue of the relative weight to be afforded voluntary recognition agreements.

Significantly, CUPE did not challenge the original panel's conclusions on the validity of the voluntary recognition agreement. "Given that recognition of the validity, the only question that remains is one of law," the board said. "Is there anything inherent in the status of voluntary recognition that would make it of a lesser significance than a certification so as to lead to a different rule?" In its conclusion the board found "no distinction between the two categories of representational rights."

"We're delighted with the outcome," said CAUT executive director Jim Turk.

"The decision makes important statements about the functional integration of full-time and sessional faculty and on the validity of voluntary recognition. This should bring an end to CUPE's attempts to stop the sessionals from being represented by the faculty association."

Wieland agrees. "All energies can now be concentrated on the continuing work to achieve improvements in the pay and status of our sessional faculty members," she said. ■

Federal Income Tax Changes — What's New for 2000/2001

IN 2001, and for the first time in 35 years, there will be no spring federal budget. Instead, the government will process the changes set out in the February 2000 budget and its October 2000 mini-budget. There may be a budget in the fall of 2001, but it is unlikely we will see another federal budget until February 2002.

In the meantime, it's income tax time and the budgetary measures announced in 2000 have resulted in a number of income tax changes. Major changes are summarized below, and are described in more detail in CAUT's *2000 Income Tax Guide* available at www.caut.ca.

Budget 2000 Highlights

- Increase from $7,000 to $10,000 for the maximum claim on childcare expenses for a child who is eligible to claim the disability tax credit, effective Jan.1, 2000.
- Extension of attendant care expense deduction.
- Reinstatement of full indexing to the personal tax system for the year 2000 and subsequent taxation years. This creates an increase in personal tax credits.
- Reduction of the middle tax rate to 24 per cent from 26 per cent effective July 1, 2000, therefore 25 per cent for the year 2000.
- Increase the income level at which the middle and top rates become effective to $30,004 and $60,009 respectively in 2000. The budget also promised to reduce the middle rate to 23 per cent within five years and also to increase the middle and top rates to $35,000 and $70,000 respectively over five years.
- Increase of the base benefit of the Canada Child Tax Benefit by $70 per child effective July 2000 and the National Child Benefit supplement by $200 per child effective July 1, 2001.
- Elimination of the 5 per cent surtax in 2000 for income up to approximately $85,000 and reduction of the surtax to 4 per cent in 2001 for income in excess of $85,000. The surtax is expected to be eliminated within five years. This surtax was subsequently eliminated in the October mini-budget.
- Increase the exempt portion of scholarship, bursary and fellowship income to $3,000 annually.
- Increase in foreign property limits for RRSPs, RRIFs and DPSPs to 25 per cent in 2000 and 30 per cent in 2001.
- Restriction on $1,000 personal property rule on certain donations.
- Reduction in the capital gains inclusion rate from three-quarters to two-thirds effective Feb. 28, 2000.
- Creation of a rollover of capital gains on the disposition of shares of a qualified small business.
- Tax deferral on the exercise of certain employee stock options until actual disposition.

October 2000 Mini-Budget Highlights

- Reduction of the low tax rate from 17 per cent to 16 per cent on taxable income below $30,754.
- Reduction of the middle tax rate from 24 per cent to 22 per cent on taxable income between $30,754 and $61,609.
- Reduction of the 29 per cent rate to 26 per cent on taxable income between $61,609 and $100,000.
- No change in the 29 per cent rate on taxable income over $100,000.
- Elimination of the 5 per cent surtax for income over $85,000.
- An increase in the National Child Benefit for low-income families from $200 to $300 per child effective July 1, 2001.
- A one-time rebate of $125 ($250 per family) for home heating fuel costs available for anyone who is eligible for a GST rebate (low and middle income earners).
- Increase in the disability tax credit from $4,300 to $6,000.
- Reduction in the capital gains inclusion rate from two-thirds to one-half effective Oct.18, 2000.
- Increase in the education tax credit from $200 per month to $400 per month for full time students.
- Increase in the education tax credit from $60 to $120 per month for part-time students.
- One-half of CPP/QPP on self-employed earnings allowed as a deduction from net business income instead of a non-refundable tax credit. ■

CAUT's *2000 Income Tax Guide*, edited by Martin Payne, tax partner for the firm of Payne Foreman Kalli in Ottawa, is available online at www.caut.ca or by contacting Louise D'Anjou (danjou@caut.ca).

Although CAUT cannot pay for individual tax counselling or tax enquiries, individual members with such questions can contact Mr. Payne for specific tax advice at 613-723-7353.

Le mot du président

L'évolution de la direction universitaire

Par TOM BOOTH

TRENTE-CINQ ans après le rapport Duff-Berdahl (*University Government in Canada*), la direction des universités canadiennes a évolué. Il s'avère intéressant de faire un tour d'horizon des changements survenus.

Nous pouvons évoquer trois moments marquants de l'histoire de notre association pour illustrer cette évolution, soit le rapport Duff-Berdahl, publié en 1966, le rapport du Groupe indépendant sur la direction des universités (GIDU), paru en 1993, et les événements des deux dernières années.

Les recommandations du rapport Duff-Berdahl ont été formulées à une époque où les universités étaient financées en majeure partie par les deniers publics et alors que « [...] la direction interne des universités n'était pas influencée de manière importante par les programmes fédéraux ». Les principes d'autonomie universitaire et de direction partagée sont mentionnés tout au long du rapport. Les auteurs laissent clairement entendre que le conseil d'administration est l'autorité suprême en matière financière et que les questions pédagogiques relèvent du conseil d'université. Ils reconnaissent également au conseil d'administration un rôle juridique puissant dans l'avancement de l'autonomie des universités.

Dans son rapport, le GIDU a en outre défendu le besoin, pour le conseil d'administration, de protéger l'autonomie de l'établissement et le rôle du conseil d'université dans la prise de décision collégiale. Les auteurs ont recommandé comme l'une des principales responsabilités du conseil d'administration « [...] la tâche de servir d'intermédiaire entre l'université, d'une part, et ses nombreux publics, de l'autre ». Ils ont mentionné la hausse considérable du nombre de représentants de sociétés nommés par le gouvernement au sein des conseils d'administration. Le GIDU a également recommandé une meilleure communication entre le conseil d'université et le conseil d'administration en suggérant qu'un ou deux membres du second siègent au premier.

Depuis la publication du rapport du GIDU, le conseil d'administration de divers établissements est représenté au sein du conseil d'université. La question est problématique car nombre de conseils d'université, ou l'équivalent, ne comptent environ que 50 p. 100 de membres élus. La nomination d'autres membres non élus seulement est donc préoccupante. Par ailleurs, le nombre de représentants du corps universitaire au conseil d'administration a diminué, soit en raison de la réduction du nombre d'universitaires élus, soit à cause de l'augmentation du nombre de membres nommés par le gouvernement.

Depuis deux ans, il arrive de plus en plus que le conseil d'administration délaisse son rôle historique important pour outrepasser le champ de compétence du conseil d'université, faisant fi, parfois, de cette instance supérieure de l'université. Au cours de la dernière année, le *Bulletin* de l'ACPPU a d'ailleurs fait état d'un cas de ce genre à l'Université Trent.

Les conseils d'université recourent à la direction commune et à la prise de décision collégiale, en dépendent et l'incarnent. Si ces principes sont dévalués, les conseils d'université sont diminués et nos établissements se rapprochent encore plus d'un modèle de gestion intégrée. Les structures qui permettent aux membres du corps professoral et du corps universitaire d'avoir la maîtrise des décisions éducationnelles sont primordiales pour le maintien de l'intégrité et de la qualité de l'université. En continuant d'insister sur une gestion descendante et sur l'élimination de la direction commune ainsi que de la prise de décision collégiale, on risque d'endommager gravement la structure et la fonction de l'université et de diminuer la qualité de l'enseignement supérieur.

Nos associations de professeurs ont contribué à intensifier la collégialité sur nos campus par la négociation de conventions collectives, l'une de leurs plus importantes réalisations depuis la publication du rapport Duff-Berdahl. Les conseils d'université doivent demeurer l'incarnation de la direction universitaire commune et de la collégialité.

Traduit de l'article « The Evolution of University Governance » (*Bulletin* de l'ACPPU, février 2001).

Homework!

A Slight Difference

The starred positions are to be filled by the digits from 1 to 8 inclusive to give two four-digit numbers so that the top number exceeds the lower and the difference between the numbers is as small as possible.

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What are the two numbers?

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. **Answer on page A11.**

How the Loss of Trust Led to the Breakdown of Collegiality

By JEREMY RICHARDS

ACADEMICS are nothing if not totally absorbed in their work, be it research, teaching, or ideally, both. Historically, universities provided a nurturing environment for these dedicated people, offering room, board and a modest salary while largely leaving them alone to think their great thoughts and instruct the next generation of geniuses (as well as common mortals). By all reports this system worked quite well, and many of the world's greatest minds were fostered in the classic European universities and colleges of the last millennium.

A key to the success of this system of learning was mutual trust – trust that the system would continue to offer unmeddlesome support, and trust that the scholars would remain fascinated by their work and would therefore continue to do it without too much prompting. College life led to collegiality (although not etymologically) in which scholars shared the responsibility for making the system work. The financial independence of many old institutions meant fellows were free to focus their administrative thoughts on academic issues, and heads of colleges were chosen for their scholastic skills rather than their business acumen.

Today, however, things are very different and the word academia is decreasingly applicable to a university system whose fundamentals are based on competition – competition for people, competition for recognition, but primarily and at every turn, competition for money. It is telling that the Macleans Canadian universities' rankings assess research quality only by measuring proxies such as competitive awards to faculty, and the dollar-value of grants. There is more to academia than this.

I was fortunate to receive my undergraduate training in the early 1980s at Cambridge University in the U.K., and my fondest recollections – and probably my most formative experiences – involved personal interactions with some of the greatest scientists in their fields. As an undergraduate, I had a college tutor and faculty supervisors who took a personal interest in my education, and I still have handwritten letters of congratulation from several of these people from when I graduated.

Today it is cause for comment when a professor even knows the names of all his or her students. And yet here in Canada we are not as far down this road to academic devaluation as in some other countries. In between a postdoc at the University of Saskatchewan and my present position at the university of Alberta, I spent five years as a lecturer at a provincial university in the U.K. There I experienced a world of unbridled bureaucracy in which I was not even trusted to set and mark my own exams for fear I might commit some unspecified impropriety. Exam papers were sent out for review by external examiners, and all final exams were double-marked blind by the lecturer and another faculty member.

The Macleans competition to which we are all in thrall in Canada is benign compared to the U.K.'s government-ordered rankings of universities and departments for teaching and research excellence. Future funding for these activities at both university and department levels is directly based on the results of these dubiously objective surveys, with the result that it is almost impossible to recover from a bad ranking because resources that would be needed for improvements are actually reduced.

This system was introduced when the government of the time mooted, but never officially implemented, a two-tier policy for the British university system, in which a few elite universities would receive the lion's share of funding for research, and the large remainder would focus on teaching. Because my university was clearly never going to be welcomed to the elite, I did what many other people who valued their research careers did – I left, thereby helping to fulfill the government's unlegislated intentions.

In returning to a faculty position in Canada, I recognized an opportunity to refocus my academic career on the core values that make it worthwhile – the mandate to pursue and disseminate knowledge for its own sake. What concerns me, however, is that I am beginning to see even these greener Canadian pastures beginning to suffer from poor husbanding and overgrazing. Two factors seem to be at work: the commercialization of universities and their product (knowledge), and the expansions demanded by governments which at the same time were cutting budgets for higher education.

In the U.K., the drive to massively increase university enrolments in the late 1980s and 1990s was in part intended as a solution to youth unemployment, and the stick used for this drive was the "full-time student equivalent." Each FTSE was worth several thousand dollars to the university and if you fell short of your allotted intake target your annual budget was cut by that amount. Amazingly, if you were over the target you were also penalized! Failing students was not an option at exam time, not because the word "fail" was politically incorrect, but because one couldn't afford to lose the FTSEs. Here in Canada, the situation is not so dire, but the spur to growth with decreasing resources, and the increasing divestment of government responsibility for higher education, is leading in the same downward direction.

What has gone wrong? The answer is simple: the mutual trust that preserved academia in the past has been lost. Universities and governments can no longer be trusted to provide unmeddlesome support, and universities and governments no longer trust their scholars to perform to the best of their ability. The result is a breakdown of collegiality at all levels in the university system – a loss of shared responsibility, mutual trust and respect. The division is particularly acute between faculty and administration in which the situation is dominantly adversarial or dictatorial at best.

In addition, the withdrawal of government funding forces both university administrators as well as faculty to sell their research to industry and their teaching to students. This commercialization inevitably brings with it the expectations of the marketplace: instant gratification in the form of solutions to immediate problems for industry and teaching evaluations that amount to popularity contests and do not assess whether students have actually learned anything.

Consequently, "blue-skies" research that might solve the next decade's problems, often in quite unforeseen ways, is judged to provide no immediate return on investment and is therefore not funded. Instead, large amounts of money are available for "problem solving," which is merely the application of research. In my naïveté, I would have thought this was the remit of industry, not taxpayer-supported academia.

Why have academics allowed their institutions to be hijacked in this way? After all, without academics, universities *would not exist* and administrators would be looking for work elsewhere. Therefore, we must have allowed this to occur, whether actively or passively.

Are we really dealing with an irresistible force, or is it just that we still cling fondly to the old concept of academia in which, if we keep our heads down, we'll be left alone to get on with what we love to do, pursue and teach knowledge?

Or is it that the destruction of collegiality has been so complete that we don't even trust and respect each other anymore, let alone share responsibility for the unbiased, unbought pursuit of knowledge?

I suggest that whatever the reason, the solution is in our hands, and it is our responsibility to ensure that academia preserves its independent and collegial spirit. Key issues that should be addressed collectively by university faculty include: the criteria used for performance evaluation (measures such as publications output and anonymous student evaluations ignore quality of research and teaching); the increasing pressure to conduct contractually funded research and to commercialize research products; the commercialization of the classroom; and, the corporate transmogrification of university administration. ■

Jeremy Richards is associate professor of economic geology at the University of Alberta.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the *Bulletin*. Readers are invited to submit articles for publication. Contact Liza Duhaime (duhaime@caut.ca) for details. Authors will be contacted only if their articles are accepted for publication.

The love of cats, AIDS research, and career choices

Biochemist Dr. Sirinart Ananvoranich's fascination with the feline-borne parasite *Toxoplasma Gondii* is more than just business; it's a personal thing. A cat lover, she lacks the pre-formed antibody that defends humans against the parasite. She is also fascinated by ribozymes – portions of RNA that can be removed without affecting the strand as a whole. She wondered: could she "train" her RNA to create a ribozyme that would destroy *Toxoplasma* without damaging the rest of her RNA? If so, the implications for the control of other diseases, such as AIDS, would be significant.

Dr. Ananvoranich may be able to answer her question. The University's willingness to aggressively invest in her project allowed her and her research colleague Dr. Siyaram Pandey to obtain the maximum CFI (Canadian Foundation for Innovation) grant of $833,000. As a newcomer to Windsor, she was of course delighted. "I had offers from four institutions and one from industry, but I was most impressed with the spirit of collegiality and the strength of the research culture at Windsor. Their willingness to invest in my research, and the resulting CFI, confirmed that Windsor was the right choice."

If you'd like to learn more about the momentum of research that is reshaping our research profile in a variety of disciplines, and about career opportunities at the University of Windsor, please call Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608. Alternatively, you can visit us online at www.uwindsor.ca/facultypositions.

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NEWS

U.N. Conference to Counter Racism

MARCH 21 has been recognized since 1966 by the United Nations as the International Day for the Elimination of Racial Discrimination. Canada was one of the first countries to support the UN initiative and in 1989 responded with an annual March 21 campaign.

The campaign was initiated to enhance awareness of the destructive effects of racism, to promote respect and demonstrate Canada's commitment to equality and diversity. For more than 10 years, the campaign has mobilized youth across Canada to rise up and to take a stand against racism. This year a video competition is being held to enable youth to participate through the arts and media.

Related, is this year's United Nations 2001 international conference against racism which will be held Aug. 31 – Sept. 7 in Durban, South Africa.

The preparation for this event has spanned three years. Several Canadian government departments such as Heritage and Foreign Affairs have been involved in preparations and consultations along with other member state governments. Nongovernmental organizations internationally have also been involved.

Several faculty members at Canadian universities have been consulted, including Gerry Gall of the University of Alberta Law School. Professor Gall, a member of the advisory committee to the Canadian secretariat and a member of the issues subcommittee, has been actively involved in process preparations as well as the drafting of the issue position paper *Redress for Past Government Wrongs*. He and other members of the advisory committee as well as NGO delegates attended the national consultations in Ottawa in late February.

At Queen's University, a monumental research project called the South African Migration Project (SAMP) has been initiated. The project also has a focus on racism and xenophobia issues. Project director Jonathan Crush, a member of the geography department, works in partnership with the South African agency "Idasfa" which will likely be representing the partnership at the Durban conference.

In preparation for this event SAMP has provided a resource guide to the growing problem of xenophobia in South Africa at www.queensu.ca/samp

At the United Nations World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance, Canada will have a unique opportunity to contribute to a new world vision in the fight against racism in the 21st century by promoting the Canadian way of mutual respect and understanding. ■

Submissions from individuals or NGOs are invited as set out in the web site information below. The sites also contain papers that have been produced and further papers will be posted as completed.

Canada's consultations: http://www.pch.gc.ca/world-conference-mondiale/consult/index_e.shtml#natcons.

Schedule of consultations: http://www.pch.gc.ca/world-conference-mondiale/consult/schedule_e.shtml#dates.

Resource centre: http://www.pch.gc.ca/world-conference-mondiale/res/faq_e.shtml.

Related links: http://www.pch.gc.ca/world-conference-mondiale/links-liens/index_e.shtml.

NGOs: http://www.pch.gc.ca/world-conference-mondiale/ngo/index_e.shtml.

Frequently asked questions: http://www.pch.gc.ca/world-conference-mondiale/res/faq_e.shtml.

UN site documents: http://www.unhchr.ch/huridocda/huridoca.nsf/FramePage/ConferenceRacism+En?OpenDocument.

UN site main infomation: http://www.unhchr.ch/html/racism/index.htm.

Information on Canada's March 21 campaign is available at: http://www.pch.gc.ca/march-21-mars/main_e.shtml.

Global Women Against the Global Market

INTERNATIONAL Women's Day on March 8, 2001 will celebrate the second Global Women's Strike. Last year, women in 64 countries on every continent took what time they could away from waged and unwaged work in the first-ever global strike "for a millennium which values all women's work and all women's lives" and "an end to no pay, low pay and too much work."

Women related the demands to their specific needs and ongoing campaigns – for land reform, welfare benefits, and pensions.

In India, thousands of village women struck against housework and fieldwork, demanding wages for all work as well as land.

The Housewives Union in Santa Fe, Argentina, demanded "pensions without contributions for workers without wages," and in Burkina Faso, rural women struck "to exist," demanding money for birth certificates and identity cards.

The strike was first called by women in Ireland who are demanding an annual paid day off in recognition of their enormous contribution to society, most of which is unwaged.

It was made global by the International Wages for Housework Campaign to protest the grotesque discrepancy between $800 billion a year spent on military budgets world-wide, while $80 billion would provide the essentials of life – water, sanitation, basic health, nutrition, education and a minimum income – for everyone. ■

More information on the Global Women's Strike is available online at http://womenstrike8m.server101.com.

L'UPEIFA demande l'accréditation syndicale

L'UNIVERSITY of Prince Edward Island Faculty Association a soumis le 23 février une demande d'accréditation syndicale à la commission des relations de travail de la province.

Selon Don Gillis, président de l'association des professeurs, une équipe de recrutement de 30 membres a enrôlé une majorité massive de 300 membres du corps professoral à temps plein et à temps partiel pendant la campagne de syndicalisation qui a duré trois mois.

Pendant toute la campagne, l'état d'esprit était excellent », a déclaré M. Gillis. « Tous les membres de l'équipe ont travaillé d'arrache-pied. Dès le départ, on a su que la campagne serait une réussite. »

M. Gillis a ajouté que, dans de nombreux départements, tous les professeurs ont signé leur carte de membre. « La réaction a été incroyable », a poursuivi M. Gillis. « Le moment était bien choisi pour nous joindre à nos collègues des associations syndiquées de professeurs du reste du Canada. »

Le moment-clé de la campagne, d'après M. Gillis, a été l'assemblée tenue au début de février et pen-

Voir L'UPEI à la page A9

Université à but lucratif

Suite de la PAGE A1

Selon M. Booth, l'implantation des universités privées à but lucratif menace sérieusement les universités publiques parce que les établissements privés épuiseront inévitablement les ressources du système public déjà insuffisamment financé, même si les gouvernements prétendent qu'ils ne seront pas admissibles aux crédits publics.

« Que ce soit par l'entremise indirecte des programmes d'aide financière aux étudiants ou des subventions pour la formation, ou par l'entremise directe du financement public de la recherche et des subventions gouvernementales, les universités privées soutireront du système public les fonds dont il a tant besoin », a ajouté M. Booth.

Les deux présidents ont également fait des mises en garde contre la possibilité que le financement de l'enseignement postsecondaire public soit contesté en vertu des accords commerciaux à la suite de la décision du gouvernement albertain de reconnaître le DeVry Institute comme une université privée.

Aux termes de l'Accord de libre-échange nord-américain, l'Alberta doit uniformiser les règles du jeu pour les universités publiques et privées. Le DeVry Institute pourrait contester le financement public octroyé aux établissements d'enseignement postsecondaire en invoquant l'avantage concurrentiel déloyal dont jouissent ainsi les universités publiques. Les règles de l'ALENA pourraient également forcer l'Alberta et d'autres provinces à ouvrir le « marché » de l'enseignement postsecondaire aux sociétés américaines et mexicaines qui satisfont aux mêmes conditions que le DeVry Institute.

Ce n'est pas la première fois que cet institut, une multinationale située à Oakbrook Terrace, en Illinois, suscite la controverse. En novembre dernier, il a fait l'objet d'un recours collectif pour la protection des consommateurs aux États-Unis. D'anciens étudiants mécontents contestaient les manœuvres frauduleuses répandues et les pratiques commerciales illégales de la société. Les plaignants ont prétendu que l'institut manquait de personnel compétent pour ses programmes d'enseignement et que les laboratoires et l'équipement informatique étaient insuffisants.

De plus, en 1995, des étudiants de deux campus de la région de Toronto du DeVry Institute ont été temporairement inadmissibles aux prêts d'études provinciaux lorsqu'on a découvert que la société avait indûment débloquer les fonds du Régime d'aide financière aux étudiantes et étudiants de l'Ontario. Après une vérification indépendante, l'institut a été réinscrit sur la liste des établissements admissibles du RAFEO mais a été contraint de rembourser 6,9 millions de dollars au gouvernement provincial.

Pour les détracteurs des universités privées tel le DeVry Institute, ces exemples font ressortir les préoccupations suscitées par la qualité de l'enseignement qui y est offert.

« Le système public actuel assure un équilibre entre les connaissances appliquées et la perspective plus large des sciences et des sciences humaines, ce qui fait sa grande force. Le DeVry Institute n'offre pas cette vision pédagogique plus polyvalente. » ■

Traduit de l'article « DeVry Given Degree-Granting Privileges ».

CAUT Strikes Equity Committee

AFTER several months of e-mail communication, the CAUT executive's committee on equity had its first conference call meeting Feb. 9. The seven-member committee created last fall will provide advice to the executive on equity concerns, including CAUT issues which have not previously been identified as having an impact on diversity interests.

Loretta Czernis, a CAUT executive member who is also the chair of the new committee, said the intent was to convene a group of equity-informed faculty members who could share information and help develop strategies for educating faculty associations on contract language and hiring practices. "The members of the new equity committee represent a variety of constituencies that have suffered discrimination," she said.

The committee now begins the weighty task of constructing a foundation for its work which it hopes will become an integral tool for the executive to respond to equity concerns and initiate equity strategies.

Loretta Czernis

The committee is also exploring ways to forge partnerships with local associations' equity committees, and is currently formulating a working definition of equity that ensures inclusivity and is relevant for faculty members working in Canada's universities.

At their first meeting the emerging concern was the need for hiring strategies to include equity initiatives.

In addition to Loretta Czernis (Bishop's), members of the subcommittee are:

Carl James (York) works on issues of equity related to race, class, and gender and is the author of *Experiencing Difference* published by Fernwood Press in 2000.

Greg Guy (York) works on linguistic diversity and research bearing on issues of race, class and gender in language use, linguistic prejudice and exclusionary usages of language.

Anver Saloojee (Ryerson) has has done extensive research on creating inclusive teaching and learning environments.

Richard Atleo (Malaspina) teaches First Nations studies and is committed to the recognition of aboriginal people and their perspectives in education.

Linda Goulet (Saskatchewan Indian Federated College) teaches a human justice class that examines institutional racism in education.

Enakshi Dua (Queen's) has research interests in the areas of feministal theory and third world studies. ■

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CAUT Conference Explores Disability Issues in Academia

Ottawa — Participants attend an introductory workshop on grievance handling issues before heading into the main event at CAUT's Grievance Arbitration Conference, Feb. 2 - 4, 2001.

THE legal and moral duty of university administrations and faculty associations to disabled academic staff members was under the spotlight recently at CAUT's annual grievance arbitration conference.

"The professoriate is an increasingly diverse group," explained Michael Piva, chair of CAUT's Collective Bargaining and Economic Benefits Committee and one of the organizers of the February conference. "And faculty associations have to do a better job of understanding and addressing the needs of them all. This conference is part of that process."

York University Professor Gregory Guy set the tone for the event with a comprehensive and moving keynote address that wove his own experience into the broader social and legal struggle to confront the barriers to full access, inclusion and participation in the academic workplace.

Labour lawyer and University of Western Ontario faculty member Michael Lynk followed up with an explanation of the legal duty of employers to disabled employees. Ottawa lawyer Peter Engelmann lead a discussion of the same duty owed by faculty associations to members with disabilities.

Shaheen Hirani, legal counsel to the University of Toronto Faculty Association examined the best routes for litigating disability related grievances and Ottawa lawyer Judith Allen charted participants through the complex area of long term disability insurance. Labour activist Ken Clavette of Labour Community Services in Ottawa provided a critical overview of employee assistance programs and how they can help — or hinder — disabled employees.

"The conference was great," said one faculty association representative. "It provided a very focused look at an issue of critical importance to our membership. As the keynote speaker said — given age or injury, disability is a fact of almost everyone's life." ■

Report Assesses Affirmative Action Programs in the United States

AFFIRMATIVE action programs have successfully redistributed education and economic resources to women and minorities without serious consequences to efficiency, say two noted economists writing in the September 2000 issue of the *Journal of Economic Literature*. In "Assessing Affirmative Action," authors Harry Holzer of Georgetown University and David Neumark of Michigan State University, provide an exhaustive review and analysis of more than 200 scientific studies of affirmative action.

The economists base their conclusions on the results of longitudinal studies, audits, national surveys, labor statistics and so on. This is a notable contribution to a debate that frequently rests on anecdotal arguments, such as many of those William G. Bowen and Derek Bok relied upon in their 1998 book *The Shape of the River: Long-term Consequences of Considering Race in College and University Admissions*. Holzer and Neumark also approach the issue from the perspective of economic performance, not just social policy.

Taken together, their data show that discrimination is the most sound empirical explanation for historical wage and achievement gaps. The economists show that discrimination is an ongoing problem. Finally, they rely on well-established research findings to conclude that efforts to improve the status of women and minorities in education, business and government do not exact a significant toll on economic efficiency.

After 30 years of affirmative action, say the authors, the evidence shows that, where practiced, the programs boost the participation of women and minorities anywhere from 10 to 15 per cent. The 200 studies reviewed show no evidence of weaker educational qualifications or job performance for women beneficiaries than for men. And in instances where the beneficiaries of affirmative action do have weaker credentials, they still perform about as well as non-minorities. With remedial training and support, the differences almost disappear.

The study comes at a time when confusion and ambivalence over affirmative action reigns in many quarters. Legal challenges and state ballot initiatives are limiting the avenues that colleges and businesses can use to achieve the goal of truly diverse campuses and workplaces. Yet polls also show that the public supports the goals of affirmative action in education and the workplace. Clearly, it is a policy that will need to continue evolving. ■

Source: *Campus Clips*, American Federation of Teachers, www.aft.org.

L'apprentissage en ligne : le rapport mérite un F

L'ACPPU critique vigoureusement le rapport du Comité consultatif pour l'apprentissage en ligne du gouvernement fédéral, rendu public le 8 février à Ottawa.

Intitulé *L'Évolution de l'apprentissage en ligne dans les universités et les collèges : Un défi pan-canadien*, le rapport exhorte les gouvernements, les universités et les collèges à accélérer leurs efforts pour offrir des études postsecondaires en ligne. Toutefois, l'ACPPU estime que le comité n'a pas tenu compte des recherches de plus en plus nombreuses qui mettent en doute les soi-disant avantages de l'enseignement virtuel.

« Le comité fonde maintes de ses recommandations sur la certitude que l'enseignement en ligne améliorera l'accessibilité », a déclaré Tom Booth, président de l'ACPPU. « En réalité, nous savons que beaucoup de cours accessibles sur Internet coûtent plus cher et qu'un nombre considérable d'étudiants ne terminent pas leurs cours en ligne ».

M. Booth a en outre évoqué des recherches récentes révélant que les groupes à faible revenu, les minorités et les personnes moins instruites sont moins susceptibles d'avoir accès à des ordinateurs ou aux services nécessaires aux études en ligne.

« Les personnes habituellement exclues des études postsecondaires dépendent le plus de l'interaction directe et sont les plus vulnérables à la frustration et à l'isolation caractérisant l'apprentissage à distance virtuel », a ajouté M. Booth. « Si, à ce jour, l'éducation a été un grand facteur d'égalité, l'enseignement technicisé pourrait être un moteur d'inégalité. »

Le comité consultatif recommande que les gouvernements et le secteur privé veillent à ce que tous les établissements d'enseignement postsecondaires soient branchés à un réseau d'apprentissage à large bande d'ici la fin de l'année, qu'un quatrième conseil de recherches soit établi pour soutenir la création de didacticiels et la recherche sur l'apprentissage en ligne et que les étudiants soient invités à économiser davantage pour leur formation en vue de compenser la hausse prévue des coûts à l'avenir.

Voir LE RAPPORT à la page A10

Online Learning Report Earns an F

CAUT is strongly criticizing the report of the federal government's Advisory Committee for Online Learning released in Ottawa Feb. 8.

The report, *The E-Learning E-Volution in Colleges and Universities*, urges governments, universities and colleges to aggressively pursue online post-secondary education, but CAUT says the committee ignored a growing body of research that casts doubts on some of the benefits often attributed to virtual education.

"The committee bases a lot of its recommendations on the belief that online education will improve accessibility," said CAUT president Tom Booth. "In truth, we know that a lot of web-based courses cost more and that a substantial number of students fail to complete their online courses."

Booth also noted that recent research shows low income groups, minorities, and people with less education to begin with, being less likely to have access to computers or services needed to study online.

"Students traditionally excluded from post-secondary education are the most dependent on face-to-face interaction and the least able to deal with the frustration and isolation of web-based distance education," he added. "If education to date has been the great equalizer, technology-based education could be an engine of inequality."

The committee recommends that governments and industry need to ensure all post-secondary institutions are linked through a high bandwith "learning network" by the end of the year; that a fourth granting council be created to support "learnware" development and research into traditional and online learning; and that students be encouraged to save more for their education in order to offset anticipated higher costs in the future.

Student groups also rejected the committee's report, warning that the drive to online education would push tuition fees even higher.

"The mandate of the committee clearly is not improving the quality and accessibility of post-secondary education," said Michael Conlon, national chairperson of the Canadian Federation of Students. "Online learning is not a solution to the crisis of underfunding and skyrocketing tuition fees."

Booth agreed the recommendations ignore the real problems facing colleges and universities after years of governments cutbacks, and would see "badly-needed funding diverted from the core operations of institutions."

For Booth and Conlon, the recommendations are not surprising, given the composition of the committee which contained no students or teachers. The committee was chaired by David Johnston, president of the University of Waterloo, and included senior representatives from AT&T, IBM, Bank of Montreal, Lucent Technologies, and Bell Canada Enterprises.

"The group clearly has a vested interest in promoting online learning," Booth said. "It's a cheerleading squad. But we don't need more cheerleading. We need a more broad-based consultation and careful consideration of the complex issues involved with online learning." ■

Newsline

Concordia Students Granted Leave to Protest at Summit

In an unprecedented move, the Concordia University senate voted to accommodate students who want to defer writing final exams so that they can demonstrate at the Summit of the Americas in Quebec City Apr. 20–22. About 9,000 people are expected to attend the summit for leaders of 34 nations in the western hemisphere meeting to discuss the possible formation by 2005 of a hemispheric free-trade zone known as the Free Trade Area of the Americas. Anti-globalization activists are expected out in force and the Concordia decision will allow student protesters a chance to attend the Quebec City summit. Students granted deferrals will sit their final exams later in the year.

Nipissing Resolves Definition Dispute

The Nipissing University Faculty Association (NUFA) has certified a new bargaining unit of contract academic staff. On Feb. 13, the Ontario Labour Relations Board issued a certificate after NUFA successfully settled its dispute with the university over the definition of the bargaining unit. The new unit will include part-time instructors, laboratory instructors and individuals who teach additional basic qualifications courses in the faculty of education. Instructors of additional qualifications, the source of the disagreement between the university and the faculty association, are excluded from the bargaining unit. NUFA will be calling a meeting of the new unit to elect representatives to the executive and bargaining team, and will survey its new members about their priorities for their first contract.

Teachers Fight Market Intrusion

CAUT along with hundreds of national and international counterparts will soon be signatory of a joint declaration for democratic education. In a concerted effort to keep public education out of trade agreements, an education forum hosted by the CSQ and the Canadian Teachers' Federation will take place in Quebec City Apr. 17–18 in conjunction with the second Peoples' Summit of the Americas. The meeting is one of several events planned to coincide with the summit of the heads of state of the Americas, who will be in Canada for third round negotiations for a proposed free trade zone to extend to all the Americas. Like the WTO Millennium Round and the current negotiations on the General Agreement on Trade in Services, the Free Trade Area of the Americas negotiations could further threaten public education. Organizers are asking all social justice organizations to join colleagues throughout the Americas in protest on Apr. 20, while the leaders are holding their meeting.

Brock Signs New Agreement

On Jan. 31, the faculty association at Brock University concluded nine months of negotiations with the university administration. The agreement, effective July 1, 2000 to June 30, 2003 was ratified by association members on Feb. 14. Major changes include an average salary increase of 5.4 per cent (end rate) in year one; salary increases for years two and three to be determined though a mediation/arbitration process; improved copyright protection; improvements in retired members' benefits; and, PDR increases in each of the three years.

CAUT Appointment

Larry Dufay Joins CAUT's Research Department

CAUT has appointed Larry Dufay to the newly-created position of senior research officer. Larry has a M.A. in geography from the University of Toronto, and holds bachelor degrees in economics and environmental studies from the University of Saskatchewan and the University of Waterloo respectively. Before joining CAUT, Larry was employed by Human Resources Development Canada as a project officer overseeing research into the Canada Pension Plan. He has a wide range of experience as a research associate with Strategic Communications, as a consultant with the Canadian Union of Public Employees and the Power Workers' Union, and as a radiographic technologist with the Plains Health Centre in Saskatchewan. Larry has extensive experience in the trade union movement, having served for nine years as a local president of CUPE and a member of the executive and provincial bargaining committee of the Saskatchewan division of CUPE. "We're delighted that Larry is able to join CAUT," said executive director Jim Turk. "Larry's research skills and trade union background will make him an invaluable addition to our staff."

Top Research Universities in the U.S. Agree to Equity Reviews

PHOTO: COURTESY OF MIT, DONNA CONLEY

MIT — Lee Bollinger, left, president of University of Michigan, makes a point to MIT professor Nancy Hopkins and Princeton professor Shirley Tilghman during the President's Workshop on Gender Equity.

TWO years after publication of a damning report on institutional bias, administrators of nine top research universities in the U.S. have pledged to work toward "equity and full participation" of their female faculty members.

At an all day presidents' meeting held at MIT Jan. 29, university leaders signed a unanimous statement acknowledging barriers still exist for women faculty and promising to work towards diversity in their faculties and equity for women in compensation and resources. "We recognize that this challenge will require significant review of, and potentially significant change in, the procedures within each university," the statement said. The group has also promised to produce and share annual reports on salaries, resources and hiring.

The unprecedented dialogue on equitable treatment of women faculty in science and engineering is progress from the unfairness documented in the 1999 report, *Study on the Status of Women Faculty in Science at MIT.*

The detailed analysis issued in March 1999 showed substantive and pervasive gender discrimination in the school of science at MIT. Five years in the making, the report on bias documented a pattern of discrimination in hiring, awards, promotions, committee work, laboratory space and research money.

Since the report, there are now equity committees in all five schools at MIT.

The report also noted the percentage of female faculty members in the school had remained virtually unchanged for years, and that there had never been a female department head or associate head.

At the time MIT officials said a move to increase the number of tenured women's positions was under way along with other efforts to redress unfairness in the allocation of resources. Initiatives to promote university-wide equity data research were also being discussed.

"Since the study came out in 1999, we now have equity committees in all five schools at MIT, analyzing primary data. It's a different world for women here now," said Nancy Hopkins, a professor of molecular biology at MIT who initiated the study in 1994.

The January meeting, sponsored by the Ford Foundation, included presidents, chancellors, provosts and female faculty members from Yale, Stanford, Princeton, Harvard, the University of Pennsylvania, the University of Michigan, the University of California (Berkeley), the California Institute of Technology, MIT, and representatives of the American Association for the Advancement of Science. ■

Création d'un comité sur l'équité

APRÈS plusieurs mois de correspondance électronique, le nouveau sous-comité de l'ACPPU sur l'équité a tenu sa première conférence téléphonique le 9 février. Mis sur pied l'automne dernier, le comité de sept membres conseillera le Comité de direction sur des préoccupations relatives à l'équité, y compris des questions propres à l'ACPPU qui ne sont pas encore considérées comme ayant une incidence sur la diversité.

Selon Loretta Czernis, membre du Comité de direction de l'ACPPU et présidente du nouveau comité, il s'agissait de réunir un groupe de professeurs et professeures spécialistes de l'équité qui pourraient s'échanger de l'information et aider à élaborer des stratégies pour former les associations de professeurs en matière de langage contractuel et de méthodes d'embauche. « Les membres du nouveau comité représentent divers groupes qui ont subi de la discrimination », a-t-elle ajouté. « L'ACPPU inclut ces groupes qui s'incluent entre eux. »

Le comité entame maintenant la lourde tâche d'asseoir ses travaux sur une base solide. Il espère qu'il deviendra un outil essentiel pour le Comité de direction afin de l'aider à calmer les préoccupations en matière d'équité et à lancer des stratégies d'équité.

De plus, le comité étudie des moyens d'établir des partenariats avec les comités sur l'équité des associations locales. Il travaille présentement sur la formulation d'une définition ad hoc de l'équité qui garantirait l'inclusivité et qui est pertinente pour les membres du corps professoral des universités canadiennes. Il est ressorti de la première réunion du comité que des stratégies d'embauche incluant des initiatives en matière d'équité étaient nécessaires.

Outre Mme Czernis (Bishop's), le sous-comité est formé de Carl James (York), Greg Guy (York), Anver Saloojee (Ryerson), Richard Atleo (Malaspina), Linda Goulet (SIFC), et Enakshi Dua (Queen's). ■

Traduit de l'article « CAUT Strikes Equity Committee ».

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

AAUP List of Censured Administrations

GROVE CITY COLLEGE *PENNSYLVANIA*	March 1963(15-24)	1963
AMARILLO COLLEGE *TEXAS*	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE *TEXAS*	December 1968(433-38)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 1975(30-38)	1975
CONCORDIA SEMINARY *MISSOURI*	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY *KENTUCKY*	December 1975(322-28)	1976
BLINN COLLEGE *TEXAS*	April 1976(83-94)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES *IOWA*	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COUNTY COMMUNITY COLLEGE *ARKANSAS*	May 1978(93-98)	1978
WINGATE COLLEGE *NORTH CAROLINA*	May 1979(240-50)	1979
OLIVET COLLEGE *MICHIGAN*	April 1980(140-50)	1980
NICHOLS COLLEGE *MASSACHUSETTS*	May 1980(207-12)	1980
YESHIVA UNIVERSITY *NEW YORK*	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE *MASSACHUSETTS*	May-June 1983(42-46)	1983
METROPOLITAN COMMUNITY COLLEGES *MISSOURI*	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
SOUTHWESTERN ADVENTIST COLLEGE *TEXAS*	January-February 1985(1a-9a)	1985
TALLADEGA COLLEGE *ALABAMA*	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY *OKLAHOMA*	November-December 1986(7a-11a)	1987
THE CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE *MAINE*	May-June 1987(45-50)	1987
HILLSDALE COLLEGE *MICHIGAN*	May-June 1988(29-33)	1988
MARYLAND INSTITUTE COLLEGE OF ART SOUTHEASTERN BAPTIST	May-June 1988(49-54)	1988
THEOLOGICAL SEMINARY *NORTH CAROLINA*	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
NEW YORK UNIVERSITY	May-June 1990(49-56)	1990
OCEAN JUNIOR COLLEGE *MASSACHUSETTS*	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY *CALIFORNIA*	May-June 1992(42-49)	1992
CLARKSON COLLEGE *NEBRASKA*	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE *SOUTH CAROLINA*	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE *SOUTH CAROLINA*	May-June 1994(37-46)	1994
NYACK COLLEGE *NEW YORK*	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE *MARYLAND*	May-June 1995(40-50)	1995
ST. BONAVENTURE UNIVERSITY *NEW YORK*	July-August 1995(65-73)	1996
GARLAND COUNTY COMMUNITY COLLEGE *ARKANSAS*	May-June 1996(41-46)	1996
SAINT MEINRAD SCHOOL OF THEOLOGY *INDIANA*	July-August 1996 (51-60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997 (53-58)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997 (52-71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1998 (46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998 (56-62)	1998
JOHNSON AND WALES UNIVERSITY *RHODE ISLAND*	May-June 1999 (46-50)	1999
MOUNT MARTY COLLEGE *SOUTH DAKOTA*	May-June 1999 (51-59)	1999
ALBERTUS MAGNUS COLLEGE *CONNECTICUT*	January-February 2000 (54-63)	2000
UNIVERSITY OF CENTRAL ARKANSAS	March-April 2000 (101-114)	2000

Equity News

Raising Diverse Voices is Theme of International Women's Day

ALTHOUGH academic dispute persists, many historians agree that International Women's Day was first observed in 1911 as a day of protest over women's working conditions. In 1977, the United Nations invited all member states to designate a day as International Women's Day. In Canada, as in most countries, it is now celebrated on March 8 and March 8 to 14 is designated International Women's Week.

Status of Women Canada is the federal government bureau responsible for disseminating information, encouraging activities, posting a schedule of events, and producing publications for International Women's Day in Canada.

This year's theme is "Canadian Women: Raising Our Diverse Voices for Positive Change!" SWC states that "this theme was chosen to emphasize opportunities where women have raised their voices, have been heard and have made a visible impact. It acknowledges the influence of Canadian women to effect positive change for women in various aspects of life on the local, regional, national and/or international scenes – be it through paid or unpaid work."

Last October, several thousand Canadian participants of the World-March of Women stormed Parliament Hill in Ottawa. As one of 25 marches world wide, the success of this event has been acknowledged both nationally and internationally. Following this event – and in part due to the surprising success of this event – Justice Minister Anne McLellan invited several women's organizations, unions and federal employers to a meeting at which she announced the appointment of a joint Justice/HRDC independent task force to review the pay equity provision of the *Canadian Human Rights Act*.

In December, Beth Bilson, chair of the committee and professor of law at the University of Saskatchewan, met with several groups to obtain input on the terms of reference of the task force. The task force is yet to commence its full mandate, but is expected to be underway by April of this year.

The pay equity provision in the *Canadian Human Rights Act* was introduced with the enactment of the legislation in 1978 and has not been revised since. This provision acknowledged Canada's commitment as a member state to the UN convention on the elimination of discrimination against women.

However, the federal provision has long been criticized for failing to meet its objective of elimination of systemic sex discrimination in wages. Any federal revisions will be closely monitored by provincial governments and lobbyists seeking more effective legislation.

The World March of Women has been nominated for the Nobel Peace Prize.

Further information on International Women's Day is available at www.swc-cfc.gc.ca/iwd.

Nomination à l'ACPPU

Larry Dufay se joint à la section de recherche

L'ACPPU a nommé Larry Dufay au nouveau poste d'agent de recherche principal. Larry possède une maîtrise en géographie de l'Université de Toronto ainsi que des baccalauréats en économie et en études environnementales de l'Université de la Saskatchewan et de l'Université de Waterloo respectivement. Auparavant, Larry travaillait pour le ministère du Développement des ressources humaines à titre de chargé de projet affecté aux recherches sur le Régime de pensions du Canada. Il a une expérience diversifiée à titre d'attaché de recherche chez Communications stratégiques, d'expert-conseil au Syndicat canadien de la fonction publique et du Power Workers' Union, et de technologue en radiographie au Plains Health Centre en Saskatchewan. Larry est doté d'une large expérience dans le milieu syndical, résultat de neuf années à la présidence d'une section locale du SCFP ainsi qu'à l'exécutif et au comité provincial de la négociation collective de la division de la Saskatchewan du SCFP. « Nous sommes ravis que Larry puisse se joindre à l'ACPPU », a déclaré le directeur général Jim Turk. « Ses compétences en recherche et ses antécédents syndicaux ajoutent une valeur inestimable à notre personnel ».

Colombie-Britannique : l'appel du SCFP est rejeté

L'UNIVERSITY of British Columbia Faculty Association a remporté une victoire décisive en obtenant le droit incontestable de représenter tous les professeurs de l'UBC.

Dans une décision rendue le 18 décembre dernier, la commission des relations de travail de la Colombie-Britannique a confirmé que l'association des professeurs était l'unité de négociation compétente de tous les professeurs à temps plein et chargés de cours. De plus, elle a maintenu la décision d'une autre formation de la commission qui avait officiellement reconnu le statut de syndicat de l'association des professeurs en vertu du code du travail.

L'année dernière, le Syndicat canadien de la fonction publique a demandé d'en appeler après le rejet par la commission de sa demande de représenter les chargés de cours de l'UBC sous la forme d'une unité de négociation distincte ou au sein d'une section locale existante d'assistants d'enseignement.

LE SCFP a invoqué cinq motifs à l'appui de son appel. Il contestait entre autres la décision antérieure de la commission selon laquelle l'intégration des chargés de cours et des professeurs réguliers serait « fonctionnelle ». Il affirmait également que la commission s'était trompée dans son évaluation du statut des ententes de reconnaissance volontaire aux termes du code du travail quant aux droits acquis par l'accréditation.

Dans le résumé de ses conclusions, la commission a rejeté la demande du SCFP pour quatre motifs. Elle a en outre complètement rejeté l'affirmation du SCFP voulant que l'autre formation de la commission se soit trompée en constatant une intégration fonctionnelle des chargés de cours et des professeurs réguliers.

« Nous nous félicitons de la dernière décision de la commission des relations de travail de la Colombie-Britannique au sujet des tentatives de maraudage syndical du SCFP auprès des chargés de cours de l'UBC », a déclaré Norma Wieland, présidente de l'association des professeurs. « Déjà, dans deux décisions antérieures sur la question, la commission des relations de travail de la Colombie-Britannique avait conclu que l'unité de négociation de l'association des professeurs comprenant tous les professeurs était l'unité compétente. »

La commission a donc maintenu la décision de l'autre formation selon laquelle « tant les professeurs que les chargés de cours s'emploient à accomplir la fonction de base d'enseignement. Dans la mesure où les professeurs et les chargés de cours partagent des responsabilités d'enseignement, ils sont considérés comme accomplissant pratiquement le même travail et peuvent donner le même cours pendant la même session sans qu'aucune différence extérieure ne paraisse. » La commission a conclu que le partage et le chevauchement des tâches sont des critères communs à l'appui d'une unité de négociation incluant les deux catégories d'employés. »

La commission a autorisé une demande de réexamen pour un motif : la question de la pondération relative des ententes de reconnaissance volontaire. De manière significative, le SCFP n'a pas contesté les conclusions de l'autre formation quant à la validité de l'entente de reconnaissance volontaire. « Étant donné cette reconnaissance de la validité, la seule question restant à trancher en est une de droit », a déclaré la commission. « N'y a-t-il rien d'inhérent au statut de la reconnaissance volontaire qui la rendrait moins importante que l'accréditation, ce qui mènerait à une règle différente? » La commission a conclu qu'il n'existait aucune distinction entre les deux catégories de droits de représentation.

« Nous sommes ravis de cette décision », a déclaré Jim Turk, directeur général de l'ACPPU.

« La commission a fait d'importantes déclarations sur l'intégration fonctionnelle des professeurs à temps plein et des chargés de cours et sur la validité de la reconnaissance volontaire ».

« Le SCFP devrait ainsi cesser de tenter d'empêcher les chargés de cours d'être représentés par l'association des professeurs. »

Mme Wieland est du même avis : « Nous pouvons maintenant concentrer toutes nos énergies sur la poursuite du travail en vue d'améliorer les salaires et la condition de nos chargés de cours », a-t-elle conclu. ■

Traduit de l'article « B.C. Labour Board Grant UBCFA Right to Represent All Faculty ».

L'accréditation à l'UPEI

☞ Suite de la PAGE A5

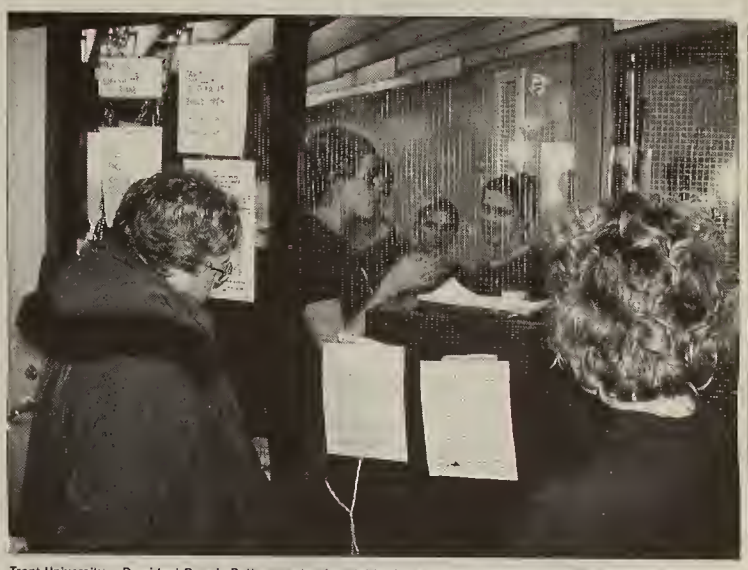
dant laquelle le directeur général Jim Turk, le président de la Mount Allison Faculty Association, Bob Rosebrugh, Greg Allain, président de l'Association des bibliothécaires et des professeurs et professeures de l'Université de Moncton, et Vic Catano, du Saint Mary's University Faculty Union, ont répondu aux questions des membres pendant plus de trois heures.

L'unité de négociation proposée comprend toutes les personnes qui enseignent au moins un cours à l'université, ainsi que les instructeurs de clinique de l'école des sciences infirmières et les professeurs du Atlantic Veterinary College.

L'université a jusqu'au 16 mars pour déposer sa réponse. Aux termes de la loi sur les relations de travail de l'Île-du-Prince-Édouard, un scrutin sera tenu seulement si l'agent des relations de travail le juge nécessaire. ■

Traduit de l'article « Certification Drive at UPEI ».

Student Occupation at Trent University Ends in Arrests



– PHOTO COURTESY OF THE PETERBOROUGH EXAMINER, ROD MCCORMICK –

Trent University — President Bonnie Patterson stands outside vice-president academic Graham Taylor's office where students barricaded themselves inside on the morning of Feb. 26 to protest the university's decision-making process.

POLICE forces in Peterborough intervened early on the morning of Mar. 1 to remove students occupying the offices of the academic vice-president and the dean of arts and science at Trent University. The eight women, living in the offices since Feb. 26, were demanding among other things that the university's two downtown colleges remain open.

The occupation followed on the heels of a January board meeting where more than 40 students and faculty members were shut out of discussions on the university's plans to close the two colleges.

Student supporters said the undemocratic decision-making by the board of governors and administration was a crucial factor in the protest.

"In deciding to close Peter Robinson and Catharine Parr Traill colleges the board ignored the Trent senate, ignored the faculty council (who supported a compromise proposal to keep the colleges open for several years) and ignored more than 1,000 students who signed a petition to keep the colleges open," said Professor Andrew Wernick, a key opponent of the college closures.

In deciding to close the colleges the board ignored the Trent senate.

Students were also demanding that "the administration take concrete steps towards the improvement of decision-making processes at Trent University, especially on issues of openness, transparency and accountability."

Other demands included the requirement that any public-private partnerships considered by the administration be subject to senate review, and that academic amnesty be granted for students supporting the protest.

The students had locked themselves in and said they wouldn't leave until president Bonnie Patterson negotiated with them on their demands.

At press time the women were still being detained by police. ■

DeVry Given Degree-Granting Privileges

☞ From PAGE A1

According to Booth, the establishment of private for-profit universities represents a serious threat to public universities because private institutions will inevitably drain resources away from an already underfunded public system — even if governments say they will be ineligible for public funding.

"Whether it's indirectly through student loan programmes or training subsidies, or directly through public research funding and government grants, private universities will take badly needed funding from the public system," he said.

Both presidents also warn that public funding for post-secondary education could be open to challenge under Canada's trade agreements as a result of Alberta's decision to recognize DeVry as a private university.

Under the North American Free Trade Agreement, Alberta must provide a level playing field for public and private universities. DeVry could challenge government funding to post-secondary education institutions, claiming it gives public universities an unfair competitive advantage. NAFTA regulations could also force Alberta and other provinces to open the post-secondary education "market" to any American or Mexican corporation that meets the same conditions as DeVry.

DeVry, a multinational corporation based in Oakbrook Terrace, Illinois, is no stranger to controversy. Last November it was hit with a consumer protection class action lawsuit in the United States by disgruntled former students who claim the company engaged in widespread deception and unlawful business practices. The plaintiffs allege DeVry failed to provide competent staff for its program of instruction and that laboratory and computer equipment was inadequate.

And in 1995, students at DeVry's two Toronto-area campuses temporarily lost their eligibility for provincial student loans when it was discovered the company had improperly released Ontario Student Assistance Program funds. After an independent audit, DeVry was reinstated as an OSAP-eligible institution, but was forced to reimburse the provincial government $6.9 million.

For critics, these cases highlight concerns about the quality of education offered by private universities like DeVry.

"The great strength of the current publicly-financed system is it balances applied skills with broader insights from the sciences, humanities and social sciences," Booth noted.

"DeVry does not provide this more comprehensive educational experience." ■

2001 3M TEACHING FELLOWSHIPS

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- Open to any individual teaching at a Canadian university regardless of discipline or level of appointment.

Criteria for the Award

- Excellence in teaching over a number of years principally (but not exclusively) at the undergraduate level, and
- commitment to the improvement of university teaching within the candidate's own institution and perhaps beyond.

Nomination Procedure

- A standard nomination form is required.
- Nomination forms are available from the Office of the Vice-President (Academic), or directly from:

STLHE/SAPES
c/o Dr. Arshad Ahmad
Department of Finance
John Molson School of Business
Concordia University
1455 de Maisonneuve Boulevard West
Montreal, Quebec H3G 1M8
(514) 848-2328 /2793
www.johnmolson.concordia.ca/stlhe

Nomination Deadline: May 11, 2001

PRIX DE RECONNAISSANCE PROFESSIONNELLE 3M - 2001

Mise en candidature

La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et 3M Canada Inc. sont heureuses d'annoncer qu'elles poursuivent le Programme de reconnaissance professionnelle et que, cette année, elles décerneront jusqu'à 10 prix

Le prix

- une mention d'excellence en reconnaissance de contributions exemplaires dans les domaines de l'enseignement et de l'apprentissage.
- un séjour au Château Montebello, toutes dépenses payées (3 jours).

Admissibilité

- Est admissible toute personne qui enseigne dans une université canadienne, quels que soient sa discipline et son poste.

Critères de sélection

- Avoir fait preuve d'excellence en enseignement depuis un certain nombre d'années particulièrement - mais non exclusivement - au niveau du premier cycle.
- Se dévouer à l'amélioration de l'enseignement universitaire dans sa propre institution, et peut-être même au-delà.

Comment poser sa candidature

- Il faut utiliser le formulaire officiel de mise en candidature.
- On peut se procurer le formulaire au Cabinet du vice-recteur à l'enseignement ou directement à la SAPES à l'adresse et au numéro de téléphone mentionnés ci-contre.

Date limite pour la présentation des candidatures : le 11 mai 2001

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Commercialization Conference

The National Graduate Council gears up to expose the dangers of corporate funding of university research. Dr. Nancy Olivieri will deliver the keynote address.

THE National Graduate Council of the Canadian Federation of Students is gearing up for their Forum on Public-Private Partnerships in University Research to be held March 9 at McGill University. The conference, which is free to all faculty members, researchers, graduate students, and other interested parties, will feature three panels covering the Expert Panel on the Commercialization of University Research, intellectual property, and trends in federal funding.

The forum's keynote address will be delivered by Dr. Nancy Olivieri, of the University of Toronto. "In many ways, graduate students feel that the University of Toronto's treatment of Dr. Olivieri crystallizes the concerns that we have about the commercialization of our research," said Joel Duff, chairperson of the National Graduate Council. "Quite frankly, we really feel that we are seeing our research monopolized by industry. At the end of the day, it makes you wonder whom we are working for."

The forum is part of the council's 2000-2001 campaign, Public Research – No Strings Attached, to foster discussion on the challenges facing university research with its mandate to operate in the public interest.

"The campaign endeavours to arm graduate students and the university research community with a critical analysis of the highly political research environment in which we work," said council deputy chairperson Rick Telfer.

"Graduate students are extremely concerned that new federal funding for research is tied to partnerships. We need to critically examine how these [partnerships] might compromise the public interest."

We really feel that our research is being monopolized by industry.

According to the NGC's campaign platform, their concern is for the autonomy of Canadian universities and the promotion of academic freedom.

"Let's face it," said Duff, "the freedom to pursue knowledge is endangered by the push to put private interests ahead of the public interest. It's really a matter of the private sector attempting to define its special interests as the public interest."

The NGC is calling on the federal government to establish national standards to protect public research and to establish fair, equitable and democratic academic freedom and intellectual property policies across Canadian universities.

"This forum is a way for all of us who share an interest in university research to come together to discuss and debate some of those issues that are drastically reshaping our universities," said Duff.

"Our forum is aiming to be as representative as possible. We have panelists from the granting councils, CAUT, technology transfer, copyright law, and we have invited people who represent a broad range of interests. This is about bringing a research community, divided by the massive funding cuts of the 90s, back together to develop a clear vision for the future." ■

Registration for the forum is free and includes a complementary breakfast, lunch, dinner and reception. Registration forms are available at www.cfs-fcee.ca.

NGC represents the 50,000 graduate student members of the Canadian Federation of Students. Campaign information is available at www.cfs-fcee.ca/ngc/.

Le rapport sur l'apprentissage en ligne

☞ Suite de la PAGE A6

Des groupes d'étudiants ont également rejeté le rapport du comité, prévenant que la popularité de l'enseignement en ligne augmente davantage les frais de scolarité.

« De toute évidence, le mandat du comité n'améliore pas la qualité et l'accessibilité de l'enseignement postsecondaire », a déclaré Michael Conlon, président national de la Fédération canadienne des étudiantes et étudiants. « L'apprentissage en ligne n'est pas une solution à la crise du sous-financement et des frais de scolarité qui grimpent en flèche.»

Selon M. Booth, les recommandations ne tiennent pas compte des vrais problèmes auxquels font face les collèges et les universités après des années de compressions publiques et craint que « les fonds, dont ils ont sérieusement besoin, soient détournés du budget de fonctionnement de base des établissements ».

MM. Booth et Conlon ne sont pas surpris des recommandations compte tenu de la composition du comité dont ne fait partie aucun étudiant ou professeur. Le comité, présidé par David Johnston, recteur de l'Université de Waterloo, est représenté par des chefs d'entreprise tels AT&T Canada, IBM, la Banque de Montréal, Lucent Technologies, et Bell Canada Enterprises.

« Les membres du comité ont manifestement un intérêt direct à promouvoir l'apprentissage en ligne », a conclu M. Booth. « C'est une équipe de partisans, ce dont nous n'avons pas besoin. Par contre, nous avons besoin d'une consultation plus générale et d'un examen approfondi des questions complexes liées à l'apprentissage en ligne. » ■

Traduit de l'article « Online Learning Report Earns an F ».

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Quasi-Religious Ethics Primer Offers Unsatisfactory Answers

The Ethical Canary: Science, Society & the Human Spirit

Margaret Somerville, Toronto: Penguin Books of Canada, 2000; 344 pp; hardcover $33.99 CA.

By ARTHUR SCHAFER

I COULD have written this book for Margaret Somerville. *The Ethical Canary* focuses on such controversial topics as euthanasia, human cloning, and xenotransplantation [transplanting animal organs and tissues into human beings]. All these issues she and I have debated often — on radio and TV, in the press, and at scholarly conferences. So often in fact that, notwithstanding the fact that we have rarely agreed about anything, I feel I know what her position on any issue will be even before she herself does. It will be the opposite of mine.

The book is a collection of essays but it's not meant to be a mere collection. It's meant to be a primer on "how to do ethics." The reader is presented with a careful discussion of how Somerville got to her conclusions. As well as opinions (of which there are tons, as you would expect), there are also supporting reasons and arguments. Along the way, Somerville considers many arguments contrary to her own. Since this review will be largely critical, I want to say at the outset how fair-minded she is in presenting the kinds of arguments which her critics would put forward.

The chapter on euthanasia is especially noteworthy for the judicious manner in which Somerville canvasses a wide range of arguments, but this is also a virtue of the book as a whole. She strives to present both sides. Critics, of course, will find, as I do, that she seriously overestimates the cogency of the arguments in favour of her own views, which tend to be socially-conservative and quasi-religious, and underestimates the cogency of the arguments against. But they won't be able to complain that she ignores their best arguments.

Confronted with an ethical problem, especially one arising from modern science and technology, Somerville advises readers to ask, as their first question "whether what we plan to do is inherently wrong." Now, for most of human history, when people perceived an action/policy/practice to be "inherently wrong," what they meant by this phrase was "against the will of God" or forbidden by the Bible or the Koran or some other divinely inspired text or authority.

Somerville recognizes we live now in a pluralistic secular society, and she accepts that, in such a society, appeals to divine authority are simply not acceptable as the basis for social policy.

You may decide, for example, not to terminate your unwanted pregnancy and your justification may be that you believe that abortion is forbidden by the Bible, hence against God's will, hence a sin, hence morally wrong. But, in a secular society no one can legitimately offer this as a reason for using legal coercion against my decision to terminate my pregnancy, and you will not expect me to be persuaded that all abortions are wrong unless I happen to share your particular interpretation of your particular religious tradition.

Recognizing this, Somerville attempts to develop an approach that will enable us to adjudicate rightness or wrongness by appealing to what she calls "the secular sacred." She proposes we regard actions or practices, such as abortion, euthanasia, human cloning, or whatever, as inherently wrong if they breach either of two values: profound respect for human life and for the human spirit.

As to the meaning and scope of these key concepts, "respect for human life" and "spirit," which do heroic overtime work for Somerville, she is somewhat vague and woolly. They function as a kind of "black box ethics machine." One sticks an ethical query into one end, cranks a handle, and presto, the answer emerges from the other end.

The problem is these answers correspond with remarkable precision to the antecedent prejudices and preferences of the person cranking the handle.

Thus, according to the book, pulling the plug on a dying patient, at that patient's request, is ethically permissible, but in a Sue Rodriguez-type situation, where a competent adult patient who is suffering terribly from a terminal disease asks for assistance in dying, it would be ethically impermissible for a physician to comply. It would be inherently wrong because it would violate the values of respect for life and spirit.

It's not clear, at least not to this reader, why we shouldn't make the same ethical evaluation of both actions — that they're either both right, or both wrong.

Even after a careful reading of Somerville's attempt to distinguish sharply between "pulling the plug" and "assisting to die," it feels very much as if doing ethics à la Somerville is about not much more than consulting one's own gut feelings. Since one's gut feelings will sometimes arise from little more than ignorance or prejudice or both, it is difficult to accept that this is the most reliable ethical compass available to someone who wishes to be ethically thoughtful.

So, what's the alternative? As mentioned above, for those who see the universe as a cosmos (that is, a purposive entity created according to a blueprint designed by a benevolent being), the alternative is the teleological one recommended by Greek philosophers such as Aristotle, and later modified by Christian theologians.

One must first discover the purpose of the universe which will, in turn, reveal the meaning of life. Once one has discovered one's place in the natural order, one will then know how to act appropriately. To live ethically is to correspond one's life choices to the divine order. Any attempt to change the natural state of things is disparaged as "unnatural" or worse, as "playing God."

Those who take a more scientific view of the world generally stop asking "why" type questions [Why me, dear God, why am I dying of cancer when my unrighteous rival lives and flourishes?]. If the universe consists merely of atoms bouncing around in the void, if there is no divine architect and no blueprint to be discovered, then our challenge is to create such meaning as we are able to generate ourselves. On this view, meaning arises from the attempt to make life a little less terrible each generation, to reduce pain and suffering, to promote dignity and human flourishing.

That is, we are likely to reach the conclusion that ethics is about minimizing the suffering of human beings and the pain of all sentient creatures. Margaret Somerville misleadingly labels this approach "situationalism." Philosophers refer to it as "consequentialism," the view that we should make moral decisions by weighing and balancing the good against the bad consequences likely to be produced by each of the available alternatives, and choose that which has the best overall consequences.

Since the new medical technologies — which may enable us to replace diseased organs, cure genetic diseases, reverse infertility — carry risk of harm as well as promise of benefit, prudence dictates that we go slowly until we can assess both the risks and the stakes, and can deliberate upon who will likely benefit and who may be harmed.

Xenotransplantation, for example, could drastically increase the supply of heart valves available for transplantation, but it could unwittingly cause the spread of deadly new viruses from animals to humans, a phenomenon known as xenozoonosis. The precautionary principle urges us to put the burden of proof on those who want to proceed with risky new technologies to show they are safe.

Thus, on the consequentialist view, which I happen to share, our goal should be to obtain for humanity the maximum benefit from these new medical technologies while minimizing the risks of serious harms. We should also seek to distribute the resulting benefits and harms equitably. This is likely to be the greatest challenge we face, and there is little to be gained from Somerville's quasi-religious appeals to "respect for the human spirit."

Instead, we would be well advised to create independent regulatory bodies and careful regulations which will enable us to resist both the powerful religious lobbies who would dismiss the new technologies as "unnatural" or "inherently wrong" and the greedy corporations which want to plunge full-steam ahead into risky territory. ■

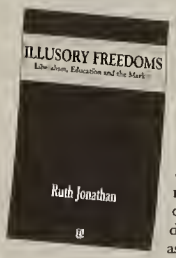
Arthur Schafer is a professor of philosophy at the University of Manitoba, and director of the university's Centre for Professional and Applied Ethics.

Quick Reviews

Whose National Security?

Edited by Gary Kinsman, Dieter K. Buse & Mercedes Steedman. Toronto: Between the Lines, 2000: 293 pp; paper $29.95 CA.

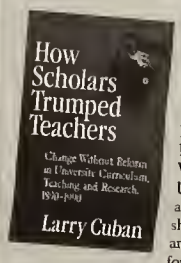
At one time or another, not just left-wing political groups, trade unionists, and Quebec sovereignists, but also universities, gays and lesbians, feminists, consumers' associations, First Nations people, and Arab Canadians have been viewed as security threats and targeted for surveillance. RCMP security operatives also turned their intrepid gaze on the activities of CAUT. The establishment of a tenacious Canadian security state came as no accident. On the contrary, the highest levels of government and the police, along with non-governmental interests and institutions, were involved in a concerted campaign. The security state grouped ordinary Canadians into dozens of political stereotypes and labelled them as threats. *Whose National Security?* probes the security state's ideologies and hidden agendas, and sheds light on threats to democracy that persist to the present day.



Illusory Freedoms: Liberalism, Education & the Market

Ruth Jonathan. Oxford: Blackwell Publishers, 1997; 244 pp; paper $24.95 CA.

Illusory Freedoms brings together social and educational theory. Its practical focus is the recent neo-liberal approach to the ordering of society and education, analysed here not as direct challenge to the post-war settlement but as the terminus of a neutralist liberalism which understands social good as the maximal exercise of individual autonomy. In showing that public education, as site for the formation of personal aspiration and social possibility, must represent the limiting case for the distribution of collective goods by market principles, Jonathan's analysis turns to relations between freedom and equality, individual and social well-being, the public and the private spheres, the parameters for personal autonomy and the permissible role of the state. This study of the interface between education, politics and society suggests that the unresolved problems of educational theory and policy both require and lend support to an ethical interpretation of liberalism.



How Scholars Trumped Teachers

Larry Cuban. New York: Teachers College Press, 1999; 288 pp; paper $28.95 US. hardcover $63.00 US.

Examining a century of university history, Larry Cuban tackles the age-old question: What is more important, teaching or research? Using two departments (history and medicine) at Stanford University as a case study, Cuban shows how universities have organizationally and politically subordinated teaching to research for over one hundred years. He explains how university reforms, decade after decade, not only failed to dislodge the primacy of research but actually served to strengthen it. He examines the academic work of research and teaching to determine how each has influenced university structures and processes, including curricular reform. Can the dilemma of scholars vs. teachers ever be fully reconciled? This fascinating historical journey is a must read for all university administrators, faculty, researchers, and anyone concerned with educational reform.

Quick Reviews produced from information supplied by publishers.

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From page A3. If the left digit of the top number exceeds the left digit of the bottom by 2 or more, the difference between the two numbers exceeds 1,000. So we want the top left digit to be one more than the bottom left digit. Now the last three digits of the top number should form a number as small as possible while the last three digits of the bottom number should form a number as large as possible.

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4 8 7 6

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City | Province | Postal Code

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ANTHROPOLOGY

UNIVERSITY OF WESTERN ONTARIO — Department of Anthropology, invites applications for a probationary tenure track full-time appointment in Sociocultural Anthropology at the Assistant Professor level. Geographic area of specialization is open. We seek, and will give serious consideration to, applicants in all theoretical areas of specialization but we would especially welcome applicants with interests in development, human rights, or complex political emergencies, including refugee studies. Applicants must have a PhD, have an active research and publication record and teaching experience. The salary floor for Assistant Professor is $51,000. Positions normally commence July 1, 2001. Applicants must send a curriculum vitae and the names and addresses of 3 referees by closing date to: Prof. Christopher Ellis, Chair, Department of Anthropology, University of Western Ontario, Faculty of Social Science, London, Ontario, Canada N6A 5C2, Phone: (519) 661-3430, Fax: (519) 661-2157, Email: cjellis@julian.uwo.ca. Closing date for applications: March 23, 2001. More information on the Department is available at http://www.ssc.uwo.ca/anthropology. Positions are subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF MANITOBA — The Department of Anthropology, subject to final budgetary approval, invites applications for a one-year term position in sociocultural anthropology at the rank of Assistant Professor or Instructor I. The appointment will be for the period from 1 September 2001 to 31 August 2002. The Department of Anthropology at the University of Manitoba provides a comprehensive curriculum in sociocultural anthropology at undergraduate and graduate levels (M.A. and PhD). The successful applicant will have a record of successful teaching and research in anthropology. A completed PhD by the date of appointment is preferred, although applicants close to completion may be considered. The successful applicant will be asked to teach in our sociocultural curriculum, primarily at the introductory and upper-year undergraduate levels, and possibly including a graduate seminar, as well as to conduct research. Rank and salary will be commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A letter of application, curriculum vitae, three letters of reference, and evidence of successful teaching should be sent to the Head, Department of Anthropology, University of Manitoba, Winnipeg R3T 2N2. The deadline for receipt of applications is 31 March 2001.

UNIVERSITY COLLEGE OF THE CARIBOO — invites applications for a sessional position in socio-cultural anthropology. The instructional assignment includes instruction in three courses per semester, including Introduction to Cultural Anthropology. Candidate selection will determine additional course offerings and the topical and theoretical focus is open. Applicants should include a summary of teaching interests, copies of related course outlines, and previous teaching evaluations. Qualifications: PhD and teaching experience will be given preference; ABD's with appropriate teaching background will also be considered. Term of employment: 1 August 2001 to 26 April 2002. Closing date for applications is 5 May 2001. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #01-014 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazell, Human Resources Officer, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC, V2C 5N3. We wish to thank all applicants; however, only those under consideration will be contacted.

ARABIC

McGILL UNIVERSITY — Institute of Islamic Studies invites applications for a tenure-track position of Assistant Professor in Arabic Language and Literature with competence in Quranic Studies to begin as of September 1, 2001. Applicants must have a PhD and show promise of excellence in scholarly research and teaching. The appointee will teach graduate research seminars and graduate and undergraduate courses, including Arabic language, as well as supervise graduate theses. The salary is negotiable depending on qualifications and experience. Applicants should send their curriculum vitae, and arrange for three letters of reference to be sent, before 31 March 2001 to: Chair — Search Committee, Institute of Islamic Studies, McGill University, 3485 McTavish Street, Montreal, Quebec, Canada H3A 1Y1. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents in Canada. McGill University is committed to equity in employment. The invoice can be sent to: Professor A. Uner Turgay, Director — Institute of Islamic Studies, room 319 Morrice Hall, McGill University, 3485 McTavish Street, Montreal, Quebec, H3A 1Y1.

ART & CULTURE

CARLETON UNIVERSITY — School for Studies in Art and Culture. Applications are invited for a one-year limited term position in European Art at the rank of Assistant Professor to commence July 1, 2001. The candidate will be expected to teach courses in at least one of the following areas: ancient/medieval, baroque/rococo or twentieth-century art at the undergraduate level. An aptitude for and interest in interdisciplinary critical theory is essential. The successful candidate should have a PhD or equivalent, demonstrable success as a teacher, and potential for strong scholarly research. This position is subject to budgetary approval. Applications, with a curriculum vitae, examples of two pieces of published work, a statement of teaching philosophy, any available teaching evaluations (with an explanation of scores), and the names, addresses, telephone numbers and e-mail addresses of three referees, should be sent to: Dr. Bryan Gillingham, Director, School for Studies in Art and Culture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6 Canada; email: bryan_gillingham@carleton.ca. At the same time, candidates should arrange to have three referees forward supporting letters to the same address, preferably by email. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be accepted until April 1, 2001.

BIOLOGICAL SCIENCES

BROCK UNIVERSITY — The Department of Biological Sciences is seeking applications for probationary tenure track positions, in Zoology and in Ecology, at the rank of Assistant Professor, effective as early as July 1, 2001. Final appointment is subject to budgetary approval. A PhD degree and postdoctoral experience are required. Teaching experience would be an asset. For the Zoology position, preference will be given to applicants with a background in developmental neurobiology, immunology or physiology and the successful applicant will be expected to teach undergraduate and graduate courses in animal biology. For the Ecology position, which requires someone with a background in animal, plant or microbial ecology, teaching assignments will include undergraduate and graduate courses in ecology, including community and ecosystem ecology. The establishment of an externally funded research program with supervision of undergraduate and graduate students is expected. Review of applications will begin on March 31, 2001 and continue until suitable candidates have been identified. Submit a letter of application with a research plan and a statement of teaching interests, a CV, reprints of up to three recent publications and a list of three referees to: Dr. Alan Castle, Department of Biological Sciences, Brock University, St. Catharines, Ontario, Canada L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty. Qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.brocku.ca.

BIOLOGY

UNIVERSITY OF TORONTO — Molecular biology/Biotechnology. We are looking for an individual with experience working with pathogenic water borne microbes to work in a multidisciplinary group involving molecular biologists/geneticists, analytical chemists and ecologists. Individual must be experienced in PCR and DNA sequencing with knowledge/experience in DNA diagnostics. Will be involved in adapting "real time" quantitative PCR technology to molecular diagnostics. Send CV and three letters of reference to Professor P. Horgen, Biology Group, University of Toronto at Mississauga, Mississauga, Ontario L5L 1C6 Email: phorgen@credit.erin.utoronto.ca.

DALHOUSIE UNIVERSITY — The Department of Biology is seeking to hire an Assistant Professor with expertise in the biology of microorganisms (preference will be given to persons proposing to work in marine systems). This is a tenure-stream position, with expectations of undergraduate teaching, graduate teaching, research, and administration in the Biology Department. The successful candidate must be capable of teaching an undergraduate class in introductory microbiology, and to also develop classes from such fast areas as: marine microbiology, phytoplankton ecology, environmental microbiology, diseases of aquatic organisms, or other areas within the broader contexts of microorganisms and marine ecosystems. The location of Halifax provides ready access to a wide variety of temperate marine habitats. The Department of Biology has many faculty members specializing in marine biology, as do the Department of Oceanography and other units at Dalhousie University. Numerous other marine biologists are housed at the Bedford Institute of Oceanography of the Department of Fisheries and Oceans, the Marine Biosciences Centre of the National Research Council, and other institutions in the Halifax Regional Municipality. In-house research infrastructure includes the Aquatron (a marine aquatic facility) and laboratories serviced with natural seawater, and cooperative access to facilities of other local institutions may be arranged. The successful candidate will have a PhD in a related science, an interest in teaching, and demonstrated excellence in research. Postdoctoral experience is desirable but not essential. The competition closes March 31, 2001. Applicants should send a complete vita, a statement of teaching and research interests, and contact information for three references to: Dr. Michael Hart, Chair of Selection Committee, Department of Biology, Dalhousie University, Halifax, NS, Canada, B3H 4J1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

QUEEN'S UNIVERSITY — The Department of Biology seeks applications for a Chair in Plant Biology. Applicants should be mid-career scientists with a demonstrated record of excellent, externally funded research. Preferred areas for the Chair include plant secondary metabolism, biotechnology of natural products, and novel approaches to sustainable uses of plants in the face of climate change. Queen's Biology has a strong group of plant scientists and modern facilities for both laboratory and field research on plants. Applicants should be bring strong leadership abilities and ambitious goals to our plant group, along with modern molecular approaches to studies of plant biochemistry, physiology, development, or ecology, in laboratory or field. For further information on the Chair please see our web site at http://biology.queensu.ca. Initial inquiries can be made in confidence to the Head of Biology (tel: 613-533-6132, fax: 613-533-6617, email: boaqp@biology.queensu.ca). Applicants will be asked to submit a curriculum vitae, a statement of research interests and plans, a statement of teaching interests and a list of potential referees to: Dr. Peter T. Boag, Head, Department of Biology, Queen's University, Kingston, Ontario, Canada K7L 3N6. Review of applications will begin on March 31, 2001 and continue until suitable candidates have been identified. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal peoples, people with disabilities and racial minorities.

BIOSTATISTICS

UNIVERSITY OF WATERLOO — Applications are invited for the position of post-doctoral fellow in biostatistics to be held in the Department of Statistics and Actuarial Science at the University of Waterloo. This fellowship is aimed at supporting the development of statistical methodology and software for the analysis of event history data. Event history data is the term used to describe information on the nature and timing of events occurring over the life times of individuals or units. Such data may arise from observing complex processes in settings such as medicine, manufacturing, sociology, demography, epidemiology, and public health. The types of problems motivating the research in this position arise in medicine. There will be contact and collaboration with health researchers in hospitals, research organizations, and the pharmaceutical industry. Specific areas of research include the analysis of recurrent events, multistate models, and design for studies of complex disease processes. Faculty in the department with interests in biostatistics include KS Brown, RJ Cook, JD Kalbfleisch, JF Lawless, OE Matthews, J D Hara Hines, CA Struthers, ME Thompson, among others. Candidates must possess a recent PhD in Statistics or Biostatistics and have a strong background in survival analysis, stochastic processes, statistical inference, and statistical/scientific computing. Familiarity with clinical trials and epidemiology would be an asset. The initial appointment will be for one year with the possibility of renewal for a second year. The deadline for applications is March 31, 2001, but the position may be filled earlier than that date. Those interested are encouraged to send a curriculum vitae and have three letters of references sent to: Professor M.E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

BIOTECHNOLOGY

UNIVERSITY OF BRITISH COLUMBIA — A Research Associate position is available immediately in the Biotechnology Laboratory at the University of British Columbia. The Biotechnology Laboratory is an interdisciplinary facility established ten years ago at the University of British Columbia by Nobel Laureate Michael Smith. Its mandate is to foster the development of biotechnology through an interactive approach to problems in human, animal, plant and forest biotechnology and in fermentation and process engineering. There are currently ten faculty members conducting research in the Biotechnology Laboratory with 54 graduate students drawn from ten different academic departments. The research will focus on the inhibition of surface expression of MHC Class I molecules by tumour cells. The successful candidates must possess a PhD, have a minimum of three years experience as a postdoctoral fellow, and have a background in a) molecular biology, b) cell biology, c) transgenic technology, and d) immunology. Experience with mammalian cell culture and immunological techniques is essential. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. This advertisement is directed to Canadian citizens and permanent residents. Applicants must identify citizenship and/or immigration status, and should send, no later than March 31, 2001, a curriculum vitae and the names of three referees to: Dr. Wilfred A. Jefferies, Professor Biotechnology Laboratory, The University of British Columbia, 2222 Health Sciences Mall, Room 201, Vancouver, BC V6T 1Z3, fax: (604) 822-6780.

BUSINESS

UNIVERSITY OF VICTORIA — The Faculty of Business is seeking to fill a tenure track position at the assistant professor level in the area of Finance. Applicants should hold or have nearly completed a PhD in finance or economics with a proven record of accomplishment in research and teaching. Candidates with a special interest in one of the Faculty's four areas of specialization (entrepreneurship, hospitality and services management, international business and technology management) are particularly encouraged to apply. Salary is commensurate with the applicant's qualifications and experience. The Faculty of Business places an equal priority on teaching and research. Based on publications in the top 32 journals over the last 5

Department of Botany
University of Toronto

Assistant Professor
Protein Biology/Proteomics

The Department of Botany at the University of Toronto invites applications for a Tenure-Track Faculty Position at the Assistant Professor level in the areas of protein biology/proteomics. Areas for recruitment include, but are not restricted to, protein structure/function, protein-protein interaction, protein-DNA interactions, protein design and evolution, and bioinfomatics.

Candidates from all fields who have an interest in plant or microbial biology will be considered. The successful candidate will be expected to participate in undergraduate and graduate teaching of plant biochemistry, and to interact with faculty members across campus working in proteomics, genomics and bioinfomatics.

Applicants should arrange to have four reference letters sent directly to the address below. In addition, applicants should forward a curriculum vitae, copies of significant publications and statements of research and teaching interests, to **Chair, Protein Biology Search Committee, Department of Botany, University of Toronto, 25 Willcocks St., Toronto, M5S 3B2 Canada before May 1, 2001.**

The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

McGill

Tomlinson Professor of Global Governance in Air & Space Law and Director of the Institute of Air & Space Law

Applications are invited for the position of Tomlinson Professor of Global Governance in Air and Space Law and Director of the Institute of Air and Space Law at McGill University. The Institute provides facilities for advanced study and research in Air and Space Law and related issues of international law such as telecommunications and trade in services under the broad theme of global governance in respect of air and space law. It offers programmes leading to the Diploma in Air and Space Law, the degree of Master of Laws (LL.M.) And the degree of Doctor of Civil Law (D.C.L.). The Institute operates within the Faculty of Law. It has an excellent library, a small resident teaching staff and approximately 16 part-time or visiting lecturers. The student body is drawn from around the globe and numbers up to 30 students.

The Director, who reports to the Dean of the Faculty of Law, will be expected to provide superior leadership in teaching, curriculum development and research as he/she carries the responsibility to implement the academic and administrative policies and plans of the Institute, and supervises and administers the academic programmes, budget and other activities of the Institute. The Director should be able to conceive of air and space law in the broader context of global governance and must be open to inter-disciplinary study. The Director will be a person who wants to create even stronger linkages with the airline and aerospace industries and between related academic disciplines and who can oversee significant curricular reform. Fund-raising experience would be an asset. The successful applicant should be proficient in the English and French languages and ought to possess a proven ability to teach at the graduate level and a sound record of research, scholarship and publications.

Rank, salary and terms of employment will be negotiated on the basis of qualifications and experience. Interested applicants should submit a curriculum vitae and the names and addresses of three referees by **March 30, 2001** to:

Dean Peter Leuprecht
Faculty of Law
McGill University
Montreal, Quebec, Canada, H3A 1W9
Tel: (514) 398-6604
Fax: (514) 398-4659

McGill University is committed to equity in employment. The University encourages applications from all qualified candidates, especially women, aboriginal people, visible minorities and persons with disabilities. (Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.)

A more detailed description of this position is to be found on the website of the Institute of Air and Space Law: http://www..iasl.mcgill.ca.

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Therapeutic Recreation

Tenure-Track position, Faculty of Arts and Science

Concordia University's Department of Applied Human Sciences invites applications for a tenure-track position in the field of Therapeutic Recreation. The successful candidate will be expected to teach in the Department's Therapeutic Recreation specialization program and maintain a research program in therapeutic recreation leading to publications in refereed journals and external funding. Courses may include: Introduction to Therapeutic Recreation, Therapeutic Recreation and Physical Disabilities, Therapeutic Recreation and Cognitive Disabilities and Illness, Leisure Assessment and Counseling. The candidate will also be expected to become involved with clinical and community therapeutic recreation agencies in the Montreal area, and with provincial and national therapeutic recreation associations.

The ideal candidate must have a doctorate in Therapeutic Recreation, Leisure Sciences or a related discipline, as well as a demonstrated commitment to the field of therapeutic recreation. French proficiency is desirable.

Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference. Please forward applications to:

Dr. Randy Swedburg
Chair, Department of Applied Human Sciences
Concordia University, 1455 de Maisonneuve Blvd. West, suite VE-227
Montreal, Quebec, H3G 1M8
e-mail: swed@vax2.concordia.ca

Review of applications will begin on April 16, 2001 and continue until the position is filled.

Subject to budgetary approval, we anticipate filling this position, normally at the rank of Assistant Professor, for July 1, 2001.

This advertisement is simultaneously directed to Canadian citizens and permanent residents of Canada and to non-Canadians. Under current Canadian immigration guidelines, the dossiers of Canadian citizens and permanent residents must be examined in the first instance, after which the applications of others will be considered.

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Concordia UNIVERSITY

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www.concordia.ca

Western

The University of Western Ontario

Positions in Environmental Toxicology Faculty of Medicine & Dentistry

The Faculty of Medicine and Dentistry at The University of Western Ontario, and its affiliated research institutes, are committed to building a multi-disciplinary research group in Environmental Toxicology within the UWO Drug and Environmental Safety Program. This group will be led by Geoffrey L. Hammond, PhD (Ivey Chair in Molecular Toxicology), and a total of 4 faculty members will be recruited by 2002. Positions and resources are available immediately for research scientists in the following areas.

1. Endocrine conditioning of gene expression. Nutritional and environmental exposures may influence the normal endocrine balance during early development and have profound effects on the onset of diseases during later life. The molecular basis of this remains unexplored, and we seek a scientist with skills in genomic/proteomic analysis, molecular genetics, stem cell biology or endocrinology to pursue this goal. The primary appointment (5 year limited term with possible renewal) will be in the Department of Obstetrics and Gynecology at the Assistant or Associate Professor level, with a cross appointment in an appropriate basic science department. The successful applicant will devote at least 70% of their time to research activities, and will be expected to hold or obtain peer-reviewed funding from national or international granting agencies. Excellent opportunities exist for interaction with an established group of investigators in developmental and reproductive biology.

2. Toxicogenomics. Risks to human health caused by toxic environmental substances are a subject of major public concern, and our priority is to recruit a molecular biologist with experience in toxicogenomics and/or functional genomic technologies (array technologies and/or transgenics) to investigate this. The primary appointment will be in the Department of Pharmacology and Toxicology in a tenure-track position at the Assistant Professor level. The successful applicant will be expected to develop an externally-funded research program and to contribute to undergraduate and post-graduate teaching programs.

Applicants must hold doctoral degrees in appropriate scientific disciplines and must have completed a successful postdoctoral training. Priority will be given to applicants who will be competitive for CIHR Scholarships or Canada Research Chairs. Excellent laboratory facilities and start-up funds are available for both positions, and appointees will have access to transgenic and genomics/proteomics core facilities.

Applicants should forward their CV, a research plan, and names and addresses of 3 references, by **March 31, 2001** to:

Dr. Geoffrey L. Hammond
London Regional Cancer Centre
Room 4090, 790 Commissioners Rd. East
London, Ontario, N6A 4L6, Canada

Fax #519-685-8616
E-mail: ghammond@julian.uwo.ca.

Positions are subject to budgetary approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

years, the Faculty placed 10th overall in Canada and first in terms of output per faculty member. In the past 12 months, the Faculty has received four awards for its pedagogy. First, its Entrepreneurship Program received the Academy of Management's Innovation in Entrepreneurship Pedagogy Award, in a competition that included Harvard and 17 other universities internationally. Shortly thereafter the program received the Year 2000 National Model Undergraduate Program in Entrepreneurship Award from the U.S. Association for Small Business and Entrepreneurship (USASBE). This program is the first from outside the U.S. to be recognized by USASBE, whose membership includes entrepreneurship educators from around the world. The Faculty of Business takes pride in giving its students "the international experience" for which it has received both the Scotiabank Award for Excellence in Internationalization from the Association of Universities and Colleges and Colleges of Canada (AUCC) and the Award for Outstanding International Programming from the Canadian Bureau of International Education (CBIE). The Faculty is renowned for its international focus, including extensive exchange programs and overseas co-op work opportunities for students. Victoria has a population of approximately 326,000. Situated on the southern tip of Vancouver Island, the city boasts a gentle climate and scenic setting, with outdoor recreation as a year-round pastime. Victoria is a popular tourist destination in the Pacific Northwest and has established major ties with Pacific Rim countries. Send letter of application with curriculum vitae, evidence of research and teaching skill, and three letters of reference to: Dr. Roger Wolff, Dean, Faculty of Business, University of Victoria, PO Box 1700, STN CSC, Victoria, B.C. V8W 2Y2. Telephone: (250) 472-4614. Fax: (250) 721-6613. E-mail: wolff@business.uvic.ca. www.business.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications will be accepted until the position is filled.

TRENT UNIVERSITY — The Administrative Studies Program invites applications for a twelve-month, limited-term position at the lecturer/assistant professor level, subject to final budgetary approval. Candidates should have a graduate degree in management, preferably a PhD (or in progress), and relevant experience in research and teaching. Preferred candidates must be able to teach undergraduate courses in the following areas: marketing, advertising, and business ethics. The Administrative Studies Program offers a four-year, single-major honours degree leading to a Bachelor of Business Administration (BBA). Arts and Science students may enrol in either a joint-major honours program or a Minor program both which provide a lively and interdisciplinary classroom environment. The Program also offers an innovative Native Management and Economic Development emphasis within the BBA degree, in conjunction with Trent's renowned Native Studies Department. Members of the Program have a strong commitment to classroom excellence and to quality research. Widely recognized as one of Canada's leading small universities, Trent University is situated in the heart of the beautiful Kawartha Lakes Region. More information about the Program and Trent University can be found at our web site, http://www.trentu.ca/adminstudies. Trent University is an employment equity employer, and especially invites applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae with names of three referees to: Dr. Jacqueline Muldoon, Director, Administrative Studies Program, Blackburn Hall, Trent University, 1600 West Bank Drive, Peterborough, Ontario, Canada, K9J 7B8. Email: jamuldoon@trentu.ca, Phone: (705) 748-1494, Fax: (705) 748-1409. The closing date for applications is April 3, 2001.

UNIVERSITY COLLEGE OF THE FRASER VALLEY — The Department of Business Administration is seeking candidates for five full-time permanent faculty positions. The Department offers a Bachelor of Business Administration with six area concentrations and Canada's only Bachelor of Business Administration-Aviation degree. UCFV is a member of the Association of Universities and Colleges of Canada and has approximately 4500 full time students. One full time position is available in each of the following areas, to begin August 1, 2001 (subject to funding). 2001.06e — Marketing. The successful candidate will be expected to teach courses including Introductory Marketing, Professional Selling, Promotion, Industrial Marketing, Consumer Research, and Market Research. 2001.06e — Operations Management. The successful candidate will be expected to teach courses including Operations Management, Management Science, Management Information Systems, Decisions Theory and Computer Simulation. Candidates with expertise in Management Information Systems are also invited to apply. 2001.06e — Human Resources and Organization Studies. The successful candidate will be expected to teach introductory Human Resource Management and upper level elective courses in the HR area (E.g. compensation/reward systems, HR planning, career/employee development). The ability to teach Organizational Behaviour and/or Organizational Theory and/or Industrial Relations will be an asset. 2001.06e — Financial Accounting. The successful candidate will be required to teach introductory, intermediate, and advanced financial accounting courses. An additional area of specialization in accounting will be an asset. Candidates for this position must possess a recognized professional accounting designation. 2001.06e — Entrepreneurship/Small Business. The successful candidate will teach courses in entrepreneurship, including New Business Development and Business Policy. Applicants for this position are requested to indicate at least one additional subject area of expertise. For all positions, a Master's degree in the appropriate subject area and post-secondary teaching experience is required; preference will be given to candidates with a completed PhD or ABD and evidence of successful research activity. Position Information: Five full time permanent faculty positions. Contract Terms: Start date August 1, 2001. Salary: Appropriate placement on the faculty salary scale. UCFV is committed to the principle of equity in employment. We invite applications including evidence of appropriate qualifications by April 30, 2001. All correspondence should refer to posting number (2001.06e — as above) and be directed to the Vice President of Student & Employee Services at the University College of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada V2S 7M8, Tel: (604) 854-4554, Fax: (604) 854-1538, Web site: www.ucfv.bc.ca. In an effort to be both environmentally and fiscally responsible, UCFV will contact only candidates receiving an interview. We thank all applicants for considering UCFV for employment.

UNIVERSITY OF WINDSOR — invites applications for a tenure-track faculty position in the Faculty of Business Administration in the area of International Business at the rank of assistant professor commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Faculty of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel. 519.253.3000, Ext. 3091; Fax: 519.973.7073, Email: jdeslip@uwindsor.ca

MCMASTER UNIVERSITY — The Finance and Business Economics Area of the Michael G. DeGroote School of Business invites applications for a tenure-track positions at the assistant/associate professor level, commencing July, 2001, in Finance with research interests in one or more of the following areas: corporate finance, financial markets, market microstructure, banking and international finance. Candidates with interests in other areas may be considered. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a 'research intensive University') and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W, Hamilton, ON L8S 4M4 Email: baba@mcmaster.ca; Fax: (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be considered first for this position. Applications will be considered until the position is filled.

MCMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing Fall 2001 in the area of Accounting. Preference will be given to candidates with teaching interest in auditing, EDP auditing, E-commerce, information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W, Hamilton, ON, L8S 4M4, Email: baba@mcmaster.ca; Fax: (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be considered first for this position. Applications will be considered until the position is filled.

MCMASTER UNIVERSITY — The Finance and Business Economics Area of the Michael G. DeGroote School of Business invites applications for the CIBC World Markets Chair in Financial Markets. The proposed chair will normally be a senior tenured appointment. The suitable candidate shall be internationally recognized for his/her contributions to the general area of Financial Markets and shall be actively engaged in research. The successful candidate should have demonstrated leadership in organizing research efforts through supervision of graduate students, proven ability to attract research funding, and publication of research results in major scholarly outlets. The Chair is expected to contribute to the academic programmes as well as the School's initiatives with the business community. The Chair holder shall undertake the normal duties of a faculty member within the School of Business, commencing July, 2001. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W Hamilton, ON, L8S 4M4 Email: baba@mcmaster.ca, Fax: (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members with visible minorities and women. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be considered first for this position. Applications will be considered until the position is filled.

CANADIAN STUDIES

SAINT MARY'S UNIVERSITY — The Gorsebrook Research Institute for Atlantic Canada Studies and the Atlantic Canada Studies Program invite applications for an interdisciplinary Canada Research Chair (Tier II) in Atlantic Canada Studies. This is a joint position at the level of Assistant or Associate Professor, Starting January 1, 2002. The successful candidate will be a recently established scholar or new PhD graduate conducting interdisciplinary research on a topic related to Atlantic Canada. In addition to some teaching responsibility in Atlantic Canada Studies, the holder of the Chair will be expected to contribute to interdisciplinary research projects at the Gorsebrook Research Institute, and to provide leadership in the development of Atlantic Canada research in general. A substantial record of scholarly publications is essential. The Gorsebrook Research Institute was set up in 1982 to complement the already well established BA and MA programs in Atlantic Canada Studies. Since its inception it has completed a large number of interdisciplinary research projects. Ongoing projects include the Labrador Project, involving a research partnership between the Institute, the Innu Nation, and Environment Canada, the Minas Environs Project, involving an interdisciplinary approach to an archaeological landscape, and a Literacy Project, investigating the possibilities for collaboration between universities, museums, and literacy projects in Nova Scotia. Additional activities include seminars, workshops, public forums, and conferences. The Atlantic Canada Studies Program draws on faculty from fourteen disciplines, mainly in the Arts and Social Sciences. Interdisciplinary courses and seminars are offered at both the undergraduate and graduate levels and the program leads to the degrees of MA and BA (major and honours). Applicants should forward a letter of application, current c.v., and all academic transcripts to Chair, Selection Committee, Canada Research Chair in Atlantic Canada Studies, Gorsebrook Research Institute, Saint Mary's University, Halifax, N.S., B3H 3C3. Applicants should also arrange to have three letters of reference sent to the above address. Applications must be received by March 31, 2001. In accordance with Canadian immigration requirements, this position is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and individuals with disabilities.

CHILD & YOUTH CARE

UNIVERSITY OF VICTORIA — School of Child and Youth Care. Two tenure-track positions are available at the Assistant Professor as of July 1, 2001 (one is subject to funding, and both start dates are negotiable). The School of Child and Youth Care (SCYC) provides an applied baccalaureate degree (BA) to on campus and distance education students, a distance cohort-based Master of Arts in Child and Youth Care, and PhD degrees by special arrangement. Through its First Nations Partnerships Programs, SCYC also offers a Diploma in Child and Youth Care for students who successfully complete Aboriginal Child and Youth Care community-based coursework. Diploma graduates work effectively in child day care settings and also apply their skills and knowledge to a number of other child and youth care practice settings. The SCYC undergraduate degree prepares students to work with children, youth and their families in a wide range of practice settings (e.g. child welfare, child protection, early childhood care and education, residential care, infant development, family support, parent education, juvenile justice, hospital-based child life, recreation, school-based child, youth and family counseling, community mental health). Graduate degrees prepare students to work as advanced practitioners and leaders in various organizations and community agencies, government departments and ministries, and as researchers, trainers, administrators and educators. Preference will be given to candidates who have one or more of the following: expertise in early intervention; experience with at risk children, adolescents/youth and families; working cross-culturally; clinical expertise with individuals and groups of children and youth; and expertise in staff training and/or curriculum development. Successful applicants must be able to work successfully with diversity, and be committed to developing an active program of research in an area related to the child and youth care field. Also required is the ability to contribute to the School of Child and Youth Care's programs through excellence in teaching at both the undergraduate and graduate levels. A PhD is preferred. The University of Victoria is an equity employer. Applications are encouraged from women, persons with disabilities, visible minorities, aboriginal peoples and people of minority sexual orientation. Individuals from these groups are invited to identify themselves in their applications. Applicants should send curriculum vitae and the name of three referees by April 17, 2001, to: Dr. Sibylle Artz, Director, School of Child and Youth Care, University of Victoria, P.O. Box 1700, Victoria, BC, Canada V8W 2Y2, Ph: 250-721-6472, fax 250-721-7218, email: sartz@uvic.ca; website: www.uvic.ca/cyc. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents; however, others are invited to apply and will become eligible if no appointment is made after a Canadian search is completed.

CLASSICAL STUDIES

UNIVERSITY OF WATERLOO — The Department of Anthropology and Classical Studies invites applications for a 2 year definite term appointment in Classical Studies (September 1 2001 – August 31 2003). Teaching duties will include a variety of courses in Classical Civilization as well as language courses in Latin and/or ancient Greek. Completion of the PhD is desirable. Closing date for applications is March 31 2001. Please send a curriculum vitae, and arrange for three letters of reference to be sent to Professor Sheila Ager, Chair, Department of Anthropology and Classical Studies, University of Waterloo, Waterloo ON N2L 3G1 (fax 519-746-7881; e-mail sager@watarts.uwaterloo.ca). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF MANITOBA — The Department of Classics, subject to final budgetary approval, invites applications for a one-year term position at the rank of Assistant Professor in Classics. Broad training and experience in the field of Classical Studies is a strong desideratum and, subject to that, the preference will be for candidates with a specialization in some area of ancient history or classical archaeology. The appointment will be for the period from September 1, 2001 to August 31, 2002. The person appointed will have a record of successful teaching, preferably both in Classical Studies courses and in Classical languages, and a record of research reflected in scholarly publications. A completed PhD by the date of the appointment is preferred although applicants with PhD requirements close to completion may be considered for appointment at the rank of Lecturer. The successful applicant will be asked to teach three full undergraduate courses at the junior or senior level in such areas as Greek or Roman Art History and Archaeology, Greek and Roman Cultural history, and/or in Latin or Greek or Classical Literature in translation. Salary will be commensurate with qualifications and experience, but is intended to be near the floor for this rank, which is $42,524 (under review). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Immigration requirements, this advertisement is di-

rected to Canadian citizens and permanent residents. A letter of application, curriculum vitae, three letters of reference, and evidence of successful teaching should be sent to Professor Rong Egan, Head, Department of Classics, University of Manitoba, Winnipeg, Manitoba R3T 2M8. The deadline for receipt of applications is March 31, 2001. Classics Department University of Manitoba classics@umanitoba.ca; ph: (204) 474-9502; fax: (204) 474-7684

COMMUNICATIONS

SIMON FRASER UNIVERSITY — Application are invited for two positions in the School of Engineering Science at Simon Fraser University. The PMC-Sierra Senior Chair in Communications is a tenured position at the Associate Professor or Professor level. The successful applicant will have an internationally-recognized record of research in wireless communications at the link level, with contributions to fields such as smart antennas, modulation and coding; However, outstanding candidates in related areas will be considered. The Sierra Wireless Chair in Communications is a tenure-track position at the Assistant Professor level. The successful applicant will have demonstrated outstanding promise for research through a strong initial record of publications and projects and have expertise in high speed digital signal processing applied to wireless communications. Examples include DSP and VLSI implementation of transceiver architectures or source compression of multimedia signals for wireless. However, outstanding candidates in related areas will be considered. Responsibilities of both positions include research and teaching. Support will be provided to the successful applicants for establishing their research programs As well, they will be eligible for Fellowships in the B.C. Advanced Systems Institute, which carry significant research funding. The School of Engineering Science has 22 faculty members, with a flourishing graduate program of 75 full time and 65 part time students. Admission standards for the undergraduate program are among the highest in Canada. Faculty members maintain strong links with the B.C. Advanced Systems Institute, many industrial partners and national and international colleagues. Simon Fraser University serves about 18,000 students. The university has been ranked first in the "Comprehensive" category several times in the last five years in a national ranking of Canadian universities carried out by Maclean's magazine. The university is situated on top of Burnaby Mountain just east of Vancouver and commands magnificent mountain and ocean views. The Lower Mountain area of British Columbia is unique in Canada for its mild climate and varied recreational opportunities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications will be accepted until the positions are filled; May 1 may be taken as a practical cutoff. For updated information, see http://www.ensc.sfu.ca/ To apply, send a curriculum vitae, evidence of research productivity (including selected reprints) and the names, addresses and phone numbers of three referees to: Dr. John D. Jones, Director, School of Engineering Science, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6 Canada, email: jones@cs.sfu.ca.

COMMUNITY HEALTH SCIENCES

BROCK UNIVERSITY — Department of Community Health Sciences is seeking an individual capable of developing and delivering introductory and advanced undergraduate courses dealing with health law, ethics, and the humanities role in health and healing. The department offers undergraduate degrees in Health Science, Community Health, Child Health, Workplace Health and Nursing. We are a growing, young and dynamic faculty who will be sharing over 10,000 square feet of new laboratory and office space within the Faculty of Applied Health Sciences. This is a tenure track (probationary) position at the level of assistant professor starting July 1, 2001 and is subject to final budgetary approval. The department is committed to excellence in both teaching and research and so the successful candidate will have a doctorate in a related discipline and an established record of both teaching and research. Interested candidates are encouraged to submit their curriculum vitae along with three letters of reference to: Dr. John Hay, Chair of Community Health Sciences, Brock University, St. Catharines, ON. L2S 3A1 (e-mail jhay@arnie.pec.brocku.ca). The closing date for applications is March 30, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website at www.BrockU.ca

BROCK UNIVERSITY — The Department of Community Health Sciences is seeking an individual capable of delivering introductory and advanced undergraduate courses dealing with health promotion, gender issues in health, and sexual health education. The ability to teach either undergraduate anatomy or biostatistics would be an additional asset. The department offers undergraduate degrees in Health Science, Community Health, Child Health, Workplace Health and Nursing. We are a growing, young and dynamic faculty who will be sharing over 10,000 square feet of new laboratory and office space within the Faculty of Applied Health Sciences. This is a limited term appointment starting July 1, 2001 at the level of assistant professor which may be converted to a tenure track position subject to final budgetary approval. The department is committed to excellence in both teaching and research and so the successful candidate will have a doctorate in a related discipline and an established record of both teaching at the undergraduate level and research as evidenced through both publications and successful grant applications. Interested candidates are encouraged to submit their curriculum vitae along with three letters of reference to: Dr. John Hay, Chair of Community Health Sciences, Brock University, St. Catharines, ON. L2S 3A1 (e-mail jhay@arnie.pec.brocku.ca). The closing date for applications is March 30, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website at www.BrockU.ca.

COMPUTER SCIENCE

DALHOUSIE UNIVERSITY — Faculty of Computer Science invites applications for tenure track and contractually limited positions at all levels within the Faculty of Computer Science (http://www.cs.dal.ca), which currently has 23 faculty members, approximately 600 undergraduate majors and 150 master's and doctoral students. The Faculty recently moved to a new, dedicated building, and initiatives are under development involving multidisciplinary research projects with university and industrial partners. For example, a Master of Electronic Commerce (http://www.ecomm.dal.ca) degree is now offered in collaboration with the Faculties of Law and Business. Further expansion of Computer Science is a priority for the University. Dalhousie University is located in Halifax, Nova Scotia (http://www.region.halifax.ns.ca), which is the largest city in Atlantic Canada (http://explore.gov.ns.ca/images/How.jpg) and affords its residents outstanding quality of life. The Faculty pursues a strong research program in the following areas: Software Engineering and Applications, Data Collection, Storage and Analysis, Communications and Networks, Theory and Algorithms, Network & New Media Applications. Application areas include electronic commerce and computers in medicine. The opportunity exists for faculty members to participate in industrially sponsored research through the Global Information Networking Institute (GINI) (http://www.gini.da.ca/). The Faculty is interested in outstanding candidates from all areas of computer science; however, preference will be given to candidates interested in network centric computing, software engineering, and related areas, such as networking, HCI, or distributed applications. Successful candidates will be encouraged to establish connections with industry. An applicant should have a PhD in Computer Science, although a PhD in a related area may be considered. Evidence of strong commitment to and aptitude for research and teaching is essential. Rank and salary will be commensurate with qualifications. Applications should include a curriculum vitae, the names and complete addresses of three references, and a completed CV Summary (http://www.cs.da.ca/~pcox/Search/CV.pdf) and should be sent to the address below. Applicants should also supply their referees with the document Information for Referees (http://www.cs.dal.ca/~pcox/Search/Ref-Info.pdf), and arrange for them to forward letters of reference directly to the same address: The Chair, Appointment Committee, Faculty of Computer Science, 6050 University Avenue, Dalhousie University, Halifax, NS Canada, B3H 1W5, e-mail: appointments@cs.dal.ca. Applications will be accepted until all available positions are filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

UNIVERSITY OF ALBERTA — Do you have a commitment to the science of computing? Are you looking for an academic environment that focuses on the science of your discipline? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We have eight established research laboratories, including Algorithmics, Artificial Intelligence and Cognitive Science, Database Management, Graphics, Networks and Communications, Distributed Systems, Software Engineering, and Vision and Robotics. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research with the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Systems (RIMS). In addition to the standard computational research facilities, we also have a large SGI Origin 2000, and a 3D immersive display powered by an SGI Onyx2. We are currently constructing a new research laboratory building adjacent to a renovated historical building, to provide us with office and research space consolidated in the middle of our campus of about 30,000 students (see the WebCam at www.cs.ualberta.ca). Our current complement of 35 regular faculty work within a department of 28 support staff, 140 graduate students (50/50 MSc/PhD) and 400 undergraduate students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for 15 highly productive eager computing scientists to complement our strengths in all areas. We are especially keen on those who can demonstrate that they are driven by curiosity and interested in collaborative research with existing faculty across sub-disciplines. Candidates should have, or be at the completion stage of, degree, a PhD in Computing Science, a proven research record, and a strong commitment to excellence in teaching. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Most positions will be at the assistant professor level; however, we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge to help you be your best, and the support to help you succeed within an academic environment. Our department is part of a full-service university, in a province that has the fastest economic growth in the country, and we enjoy strong collaborative ties with local industry. Competition will remain open until suitable candidates are chosen. Find further details about us at www.cs.ualberta.ca and send your curriculum vita and the names and addresses of three referees to Iris Everitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2E8, or everitt@cs.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF WINDSOR — Department of Computer Science invites applications for tenure-track faculty positions in Computer Science at the rank of assistant professor commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2990, Fax: 519 973-7093; Email: garbon@uwindsor.ca

CARLETON UNIVERSITY — School of Computer Science. Applications are invited for one or more instructor positions in the School of Computer Science at Carleton University. Salary commensurate with experience and qualifications. Applications are accepted at any time and the recruitment process will continue until all positions are filled. These positions are subject to final budgetary approval. The School has 22 full-time faculty with particular research strength in algorithms and complexity, intelligent systems, object oriented programming, and network computing. The School offers both undergraduate honours programs and graduate programs at the Masters and PhD level. The programs have limited enrolment in order to maintain a high quality research and teaching environment. Research activities include two recently established National Centres of Excellence, one in Geographic Information Systems and another in Communication Networks. Carleton's undergraduate Computer Science honours program is particularly known for its strength in object oriented programming and software engineering. Carleton is located in Ottawa, the capital of Canada and a major center of advanced technology research and development. Send curriculum vitae and names of three referees to: Professor Frank Dehne, School of Computer Science, Carleton University, Ottawa, Ontario K1S 5B6, email: frank@dehne.net. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Persons from those groups are encouraged to apply.

UNIVERSITY OF WATERLOO — invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being a leader in Computer Science education. Computer Science also houses a diverse program of research of international stature. Because of its recognized capabilities, the Department attracts exceptionally well-qualified students at both undergraduate and graduate levels. Computer Science has embarked on an ambitious program of growth recently. Twenty new faculty members have joined the Department in the past three years. With over 50 full-time faculty members, the Department of Computer Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America. The Department enjoys an excellent reputation in pure and applied research and is supported by 14 departmental research laboratories. The University has an enlightened intellectual property policy in which the rights are vested in the inventor; in part, this policy is responsible for many spin-off companies such as Waterloo Maple and Open Text Corp. For further information about the Department, please see http://www.math.uwaterloo.ca/CS_Dept/. Candidates at all levels of experience and exceptional candidates in all areas, are encouraged to apply. We are especially interested in candidates with experience in algorithms engineering, bioinformatics, distributed systems, graphics, networks, programming languages, scientific computation, software engineering, symbolic computing, and user interfaces. Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Chair: Professor Nick Cercone, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; cs-chair@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 2001 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

DENTISTRY

UNIVERSITY OF ALBERTA — Department of Dentistry. Applications are invited for two full-time appointments (one clinical stream and one tenure stream) in the Dental Hygiene Program from experienced Dental Hygienists with a minimum of a Master's degree. These positions will be a combination of clinical and didactic teaching. The positions will be at the (Clinical) Assistant Professor or (Clinical) Associate Professor level with salary commensurate with rank and experience. Positions will be available July 1, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants are asked to forward their curriculum vitae and the names and addresses of three referees by April 15, 2001 to: Prof. Jan Pimlott, Director, Dental Hygiene Program, Department of Dentistry, Faculty of Medicine and Dentistry, University of Alberta, Room 2032 Dentistry Pharmacy Centre, Edmonton, Alberta, T6G 2N8. Telephone (780) 492-4479; Fax: (780) 492-8552. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

DESIGN ART

CONCORDIA UNIVERSITY — The Department of Design Art, Faculty of Fine Arts, Concordia University, Montreal, Quebec, is seeking applications for two Full Time, Tenure Track, Assistant Professor positions, effective June 15th, 2001, pending budgetary approval. The ideal candidate for position 1 has PhD, MA, MFA or equivalent; teaching experience in design history and theory and contemporary critical issues in visual and material culture at the university level; administrative experience and committee work at the university level, an established re-

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University of Alberta
Edmonton

Faculté Saint-Jean

Poste en mathématiques – La Faculté Saint-Jean sollicite des candidatures à un poste de professeur.e adjoint.e d'une durée de trois ans (avec possibilité de renouvellement) en mathématiques. La date d'entrée en fonction sera le 1er juillet 2001. Les candidat.e.s devront posséder un doctorat pertinent au champ de spécialisation, un solide dossier de recherche et de publications, un bon dossier d'enseignement et des qualités de leadership. La personne choisie sera appelée à enseigner les mathématiques et les statistiques au premier cycle universitaire. Selon les candidatures reçues, le poste pourra être au rang de professeur agrégé.

Postes de chargé.e.s de cours – La Faculté Saint-Jean sollicite des candidatures de chargé.e.s de cours à temps plein en:

- **Biologie** – la personne choisie sera appelée à enseigner entre autres la génétique moléculaire et les principes de l'écologie au premier cycle universitaire.
- **Histoire** – la personne choisie sera appelée à enseigner entre autres l'histoire du monde et l'histoire du Canada de 1500 à nos jours au premier cycle universitaire.
- **Psychologie** – la personne choisie sera appelée à enseigner entre autres la psychologie de la croissance, la psychopathologie et la psychologie cognitive au premier cycle universitaire. Ce poste a une possibilité de renouvellement.

La date d'entrée en fonction sera le 1er septembre 2001 et le contrat se terminera le 30 avril 2002. Les candidats devront, au minimum, être en cours d'étude doctorale et posséder un bon dossier d'enseignement. Une excellente maîtrise de la langue française est requise pour tous ces postes. Le salaire est déterminé par la Convention collective des chargés de cours et autres employés temporaires de la University of Alberta. La date limite pour soumettre sa demande est le mercredi 11 avril 2001 ou jusqu'à ce que les postes soient comblés.

Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyen.ne.s canadien.ne.s et aux résident.e.s permanent.e.s. En l'absence de candidat.e.s citoyen.ne.s canadien.ne.s ou résident.e.s permanent.e.s répondant aux exigences des postes, nous considérerons d'autres personnes.

Un dossier contenant un curriculum vitae, un plan de recherche, un bref dossier d'enseignement et les noms de trois répondant.e.s doit être envoyé à:

Claude Denis
Vice-doyen aux affaires académiques
Faculté Saint-Jean
University of Alberta
8406 - 91 street
Edmonton, AB, T6C 4G9
E-mail: claude.denis@ualberta.ca

Les dossiers reçus pour ces concours seront gérés selon les dispositions de la Loi de l'accès à l'information et de la protection des renseignements personnels.

La University of Alberta embauche selon le mérite. Nous sommes engagés au principe d'équité en matière d'emploi. Nous favorisons la diversité et encourageons les candidatures de toute personne qualifiée, femmes et hommes, y compris les personnes handicapées, les membres des minorités visibles et les autochtones.

Where the world meets

Queen's UNIVERSITY

Law Librarian & Professor of Law

Queen's University invites applications for the position of Law Librarian and Professor of Law. The Law Librarian is responsible for the overall leadership, management and development of Law Library collections and services, electronic initiatives, and teaching duties in legal research and related areas. Start date: July 1, 2001.

Qualifications: An MLS from an ALA accredited program and an LLB or equivalent. Substantive relevant professional experience including administrative experience preferably in an academic law library; strong management, interpersonal and communications skills; demonstrated teaching skills and initiative in incorporating information technologies in the library and teaching environment; knowledge of legal research, bibliography, and scholarly communication issues; demonstrated ability in a collaborative team-based environment; active participation in law librarianship.

Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal peoples, persons with disabilities, gay men and lesbians. Canadian citizens and permanent residents will be considered first for this position.

For a complete position guide: http://library.queensu.ca/libdoes/posguide.htm. Visit the William R. Lederman Law Library home page: http://qsilver.queensu.ca/law/lederman.

Applications, accompanied by a curriculum vitae, copies of academic transcripts and the names of three referees should be received by ***March 23, 2001***. Direct applications to: ***Paul Wiens, University Librarian, Joseph S. Stauffer Library, Queen's University, Kingston, Ontario K7L 5C4***; Fax: (613) 533-6362.

University of Alberta
Edmonton

Petroleum Engineering

Applications are invited for a full-time tenure-track position in Petroleum Engineering. Candidates should have a good basic Petroleum Engineering background with a strong interest in production and reservoir engineering.

Candidates should have a Doctorate degree in Petroleum Engineering or related fields. The successful candidate will preferably have petroleum industrial experience and good contacts within the industry, and will have strong communication and presentation skills. The successful applicant will be expected to obtain and maintain registration as a professional engineer in Alberta.

The appointment will be made at a rank determined by the qualifications and experience of the successful candidate. The faculty member will be required to teach undergraduate and graduate courses in Petroleum Engineering, supervise graduate students and carry out an active research program in his or her area of specialization. Demonstrated ability and willingness to conduct research in cooperation with the petroleum industry, and to publish scholarly research are required.

The University of Alberta, founded in 1908, is one of the largest universities in Canada with 30,000 undergraduate and 4,000 graduate students. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 850,000 people, and offers a diverse array of cultural and sporting activities year round. The city has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff are readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking and fishing in the world.

Applicants should send a curriculum vitae including employment history, a statement concerning research and teaching interests, and names of at least three referees to:

Dr. Marcel Polikar, Director
School of Mining and
Petroleum Engineering
Department of Civil and
Environmental Engineering
University of Alberta
Edmonton, Alberta, T6G 2G7
Telephone: (780) 492-6121
Fax: (780) 492-0249

Department Website: www.civil.ualberta.ca

The Selection Committee will begin to review applications on April 30, 2001, but the search will remain open until a suitable candidate has been appointed.

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

CANADA RESEARCH CHAIR
Biophysics or Physics

The Department of Physics at the University of Guelph invites applications from outstanding scientists for a Canada Research Chair (either senior or junior) The Department is particularly interested in candidates working in the fields of Biophysics, Computational Physics and Soft Condensed Matter Physics since these areas have been identified as research priorities at the University of Guelph. A summary of the University's priorities may be found at the site http://www.uoguelph.ca/research/ptograms/crc/.

The Guelph Physics Department has 18 faculty members offering strong programs in research and teaching up to the PhD level. The graduate and research programs are enhanced by participation in the Guelph-Waterloo Physics Institute (GWPI), the Biophysics Interdepartmental Group (BIG), and the Guelph-Waterloo Centre for Graduate Work in Chemistry (GWC)2. Some of our faculty members are active participants in the Canadian Foundation for Innovation (CFI) funded Centre for Food and Soft Material Science, the Shared Hierarchical Academic Research Computing Network (SHARC-Net) and the National Proton Microprobe Facility for Environmental Analysis Associated with these centres there has been an infusion of new equipment including 500 and 600 MHz NMR spectrometers, a modern proton accelerator, scanning probe microscopes, an X-ray generator and a 500 node Beowulf supercomputer cluster Guelph faculty members collaborate with many off-campus research facilities, including the Neutron Beam Facility at Chalk River, the Sudbury Neutrino Observatory (SNO) and the TRIUMF particle and nuclear physics facility Experimental and theoretical research areas include biophysics, computational physics, condensed matter (both hard and soft), gravitational physics, subatomic physics and atomic and molecular physics For more information, see the Department's web site at http://www.physics.uoguelph.ca

The successful candidate will have a PhD in biophysics, physics or a closely related field and will have a proven record of research excellence in the candidate's area of expertise The successful candidate will be expected to continue a vigorous, externally funded research program and will take part in the Department's teaching program at both the graduate and undergraduate levels.

To apply submit a letter of application, curriculum vitae, statement of research interests, publications list and names/addresses of three professional references to **Dr. K.R. Jeffrey, Chair, Department of Physics, University of Guelph, Guelph, Ontario N1G 2W1.** The deadline for submission of applications is **June 1, 2001** Complete information about the Canada Research Chair program may be found at http//www chairs.gc.ca/. We are seeking candidates who are world leaders in their field The University of Guelph is committed to an Employment Equity Program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal peoples, persons with disabilities and members of visible minorities and women.

UNIVERSITY of GUELPH

search profile in design history and contemporary critical theory; knowledge of traditional and contemporary approaches in the practice of design art; bilingual or fluent in written and spoken English and French. The successful candidate for this position will teach an introductory course in design history — theory and practice — and a third year seminar course in contemporary issues with an emphasis on the ethical, social and ecological implications in design art. Preferred candidates will have experience teaching design history and theory related to 2D, 3D and digital media and be capable of developing innovative courses with a conceptual approach Experience in design practice and studio teaching will be considered an asset. The candidate will also be expected to carry out an independent research program and contribute to the administration of the Department. The ideal candidate for position 2 has PhD, MA, MFA or equivalent; teaching experience in design for digital media, theory and studio practice at the university level, administrative experience and committee work at the university level; an established design and/or artistic practice and research profile; knowledge of traditional and contemporary approaches in the practice of the discipline and a familiarity with current ideas in theory and criticism bilingual or fluent in written and spoken English and French. The successful candidate will teach digital and interactive media at the undergraduate and graduate level. The candidate will be expected to introduce theoretical issues relating to the implications of expanding digital technologies in design art practice and will be the academic coordinator of student research for the Graduate Certificate, Digital Technologies in Design Art Practice Preferred candidates will have extensive experience working with digital media in art and design, who are capable of developing innovative courses with a conceptual approach We are seeking candidates with experience in two or more of the following areas: web site design, sound design, interactivity, computer programming for the web and multimedia applications, streaming media and digital video. In addition, the candidate will carry out an independent research program and contribute to the administration of the Department. Please include a letter of application; a statement of your teaching philosophy and definition of the design art discipline, 2 letters of recommendation, 20 slides and/or video, and/or digital documentation of recent professional and students' work; curriculum vitae; and other relevant support material. Information: Assistant Professor rank and salary Deadline for Applications: April 2nd, 2001. Please address applications to Dr. Lydia Sharman, Associate Professor and Chair, Department of Design Art, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd West, room VA-244, Montreal, Quebec H3G 1M8, email: design@vax2.concordia.ca, fax: (514) 848-8627. Visit our website http://design.concordia.ca In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

DRAMA

UNIVERSITY OF GUELPH — The School of Literatures and Performance Studies in English, invites applications for a tenure-track position in Drama at the Assistant Professor level, effective 1 August, 2001. The School has strong BA and MA programs in both Drama and English and a new joint PhD program with Wilfrid Laurier University in Literary Studies/Theatre Studies in English. Flexibility of teaching interests is essential; the Drama program attempts to integrate the scholarly study of drama and theatre with courses in acting, directing, production, and design. We seek candidates with both strong creative and scholarly records. Candidates should be able to design productions and teach design and technical theatre at the undergraduate level, and should also pursue scholarship that addresses issues of performance The appointee is expected to be able to contribute to the BA and MA programs in Drama and the joint PhD, and to have a scholarly profile appropriate to those contributions. A PhD or MFA (completed or close to completion) or equivalent professional experience is required Applicants should send a curriculum vitae, a design portfolio, a writing sample of 20 – 25 pages, graduate transcripts, and arrange for the forwarding of three letters of reference to: Drs. Christine Bold and Harry Lane, Codirectors, School of Literatures and Performance Studies in English, University of Guelph, Guelph, ON, Canada, N1G 2W1 (Fax 519-766-0844). Deadline for applications: 30 March 2001. The appointment is subject to final budgetary approval Canadian citizens and permanent residents will be considered first for this position. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

EARTH SCIENCES

DALHOUSIE UNIVERSITY — Department of Earth Sciences. Dalhousie University and The Canadian Institute for Advanced Research invite applications for a probationary tenure track assistant professor position in Earth Surface Processes-Landscape Evolution. The successful candidate will strengthen surface processes at Dalhousie by teaching undergraduate and graduate classes, supervising M Sc and PhD students, and by developing and maintaining a vigorous externally funded research programme S/he will also be appointed a "Scholar" in the Earth System Evolution Programme (ESEP) of the Canadian Institute for Advanced Research (CIAR) Candidates should have an interest in quantitative interdisciplinary research in relationships between surface processes and Earth evolution The successful candidate will have a record of research achievement, contribution to the discipline, and assessed potential necessary to be appointed by CIAR. As a member of ESEP, the incumbent will be partly supported by CIAR and during this time will benefit from reduced teaching responsibilities and from association with an international network of researchers in earth system sciences. A PhD is required and post-doctoral experience is normally expected. Applicants should submit a c.v.; a statement of research/teaching objectives and the name, address, phone, and e-mail of four referees. The deadline for applications is April 9, 2001; however, late applications will be considered if the position has not been filled. Applications should be sent to: Chair, Earth Surface Processes Search Committee Department of Earth Sciences, Dalhousie University Halifax, NS Canada B3H 3J5, Phone (902) 494-2358; Fax (902) 494-6889; E-mail: earth.sciences@dal.ca For more specific information, access our websites: http://is dal.ca/~esles home.htm; www.cor.ca; http://adder.ocean.dal.ca/esep. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, Aboriginal peoples, racially visible people, and persons with a disability.

EDUCATION

UNIVERSITY OF ALBERTA — The Department of Elementary Education invites applications for a full-time tenure track position in teacher-librarianship. The appointment will be at the Assistant Professor level with a salary commensurate with this level. The date of appointment will be July 1, 2001. This position involves a joint appointment to the Department of Elementary Education and the School of Library and Information Studies and requires the coordination of an innovative online program, Teacher-Librarianship by Distance Learning. This distance learning program provides graduate level courses to students in Diploma, MEd and MLIS programs across Canada and internationally More information about this program is available on the program's website at www quasar ualberta ca/tl-dl. Candidates must demonstrate a strong commitment to research and should have a research agenda that will contribute to the advancement of the field of teacher-librarianship. Candidates should have a doctorate or near completion of a doctoral program with specialization in teacher-librarianship at the elementary and/or secondary school level. Candidates should have a valid teaching certificate and appropriate teaching experience Duties will include instruction in graduate and undergraduate level courses in two or more of the following areas: school library program development and implementation; resource-based learning; inquiry-based learning; collection development; information materials for youth, and organization of information. Other instructional duties will include advising and supervising diploma and graduate students. Effective interpersonal and management skills are required for participation in the work of two academic departments and for communication with a variety of professional communities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered Applicants should send a letter of application outlining potential contributions to the Department in teaching and research, a curriculum vitae, an example of published scholarly work, and any other supporting materials, and arrange for three confidential letters of reference to be sent to: Dr. Dianne Oberg, Chair, Department of Elementary Education, Faculty of Education, University of Alberta, Room 551 Education South, Edmonton, Alberta, T6G 2G5 Fax: (780) 492-7622. The application deadline is March 31, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP) The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

UNIVERSITY OF ALBERTA — The Department of Elementary Education invites applications for a full-time tenure track position in the area of literacy education. The appointment will be at the Assistant Professor level with a salary commensurate at this level. The date of appointment will be July 1, 2001. Candidates should have a doctorate or near completion of a doctoral program with a specialization in the literacy development of young children. Candidates should have a valid teaching certificate and appropriate teaching experience. Duties will include instruction of undergraduate and graduate courses in literacy within a language arts framework, supervision of field experiences, and supervision of graduate students An ongoing program of research is expected. The Department of Elementary Education houses the Centre for Research on Literacy which supports multidisciplinary approaches to literacy research and fosters partnerships between scholars and various organizations with an interest in literacy research. Additional facilities that may be of interest to prospective candidates are the Reading Clinic, which support graduate education in the study and remediation of reading/writing difficulties in children and adults, and the Child Study Centre, which offers a varied and innovative program based on the project approach of ages 3 to 9 Applications, including a letter outlining potential contributions to the Department, a curriculum vitae, a sample of scholarly work, and the names of three referees, should be sent to Dr. Dianne Oberg, Acting Chair, Department of Elementary Education, Faculty of Education, University of Alberta, Room 551 Education South, Edmonton, Alberta, T6G 2G5. Inquiries may be directed to Dr. Dianne Oberg at (780) 492-4273, ext. 225, Fax: (780) 492-7622 or e-mail at doberg@ualberta.ca The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP) The University of Alberta hires on the basis of merit. We are committed to the principle of

McGill

McLennan Librarian
Humanities & Social Sciences

McGill University invites applications for the position of McLennan Librarian. Reporting to the Director of Libraries, the McLennan Librarian is responsible for the efficient operation of the humanities and social sciences library (1.5 million volumes in an automated environment using ALEPH500) and the coordination and integration of library support for collections in those academic disciplines. The successful candidate will supervise all departments of the Humanities and Social Sciences Library situated in the McLennan-Redpath Complex: Collections, Information Services (Reference and Library Instruction), Circulation Services (including reserves), Government Documents, Serials & Microform Reading Room, and Birks Reading Room situated in the Faculty of Religious Studies. The staff consists of 16.5 (FTE) librarians and 48 (FTE) library assistants. Dedication to improving services to students and faculty is a key requirement of this position as is a willingness to work closely with the user community in designing and implementing policies.

Minimum qualifications are a graduate degree in library and information studies from an A.L.A. accredited school or equivalent and at least 10 years of experience as a librarian in positions of increasing responsibility in a community of learning. A subject Masters degree in a related discipline is desirable. Working knowledge of French is required, and fluency will be considered an asset.

The initial tenure-track appointment for a five-year period is renewable. Both appointment and renewal require the approval of the Dean of Arts as well as of the Director of Libraries. We anticipate filling this position no later than August 1, 2001. Salary for this position, which carries an administrative stipend, will be commensurate with qualifications and experience.

Applications along with a curriculum vitae and the names and addresses of three referees should be submitted to:

Frances Groen, Director of Libraries
McGill University Libraries
3459 McTavish Street
Montreal, Quebec, Canada H3A 1Y1
E-mail: groen@library.mcgill.ca
Facsimile 514-398-3561

Applications will be accepted until **31 March 2001.** In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

UNIVERSITY OF WINDSOR — Department of Education invites applications for a limited-term faculty position in the Faculty of Education in the area of Primary/Junior Language Arts at the rank of assistant professor commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Ian Crawford, Interim Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext 3800, Fax: 519 971.3512, Email: icrwfrd@uwindsor.ca.

ST. THOMAS UNIVERSITY — The Department of Education. St. Thomas University is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Education invites applications for an entry-level, tenure-track appointment to begin July 1, 2001 or September 1, 2001. The successful candidate will possess or be eligible for a New Brunswick teaching certificate and will have a minimum of three years teaching experience at the secondary public or private level. Experience teaching university-level teacher education courses and supervising of student teachers is an asset. The successful applicant will teach core curriculum courses in the secondary area (English, French language, Social Studies, or other); supervise student teachers in the field-based portions of this eleven-month Bachelor of Education programme, participate in departmental activities and serve on departmental committees; demonstrate a capacity to work in a collaborative culture with a high level of comfort working in an inquiry-based learning environment; and demonstrate a capability for university and school-based service, research, and scholarly writing. A PhD is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Heather Richmond, Acting Chair, Education Department, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: April 28, 2001, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

ENGINEERING

McGILL UNIVERSITY — The Department of Mechanical Engineering, invites applications for a tenure track position at the Assistant Professor level in the area of Computational Fluid Dynamics. This position will be in direct support of the J. Armand Bombardier Chair of CFD recently awarded to the CFD Lab within the Department. Bombardier Aerospace is the third leading commercial aircraft manufacturer in the world. The Chair's concentration is to be in aero-icing, aero-elasticity and aero-numerics (mesh optimization). Candidates must have a PhD in Mechanical Engineering, Aerospace Engineering or a related area, an interest in aeronautics, and a strong background in both theoretical and computational aspects of fluid mechanics in at least one of the multi-disciplinary aspects associated with the Chair. The candidate should have the ability to collaborate effectively with the Chair, as well as show demonstrable capability to conduct independent scholarly research and attract significant external funding. The successful candidate will be expected to teach undergraduate and graduate courses in the general area of Thermofluids. It is expected that the successful candidate has or will obtain membership in a Canadian professional engineering association. Information about the Department, McGill University and Bombardier can be found by visiting www.mecheng.mcgill.ca and www.aerospace.bombardier.com. Applicants should submit, by April 30, 2001, a detailed resume, a clear and concise statement (maximum 2 pages) of teaching and research interests and objectives, as well as the name, e-mail and postal addresses, and telephone number of three professional references. The starting date is September 2001. Applications should be sent to: The Chair, Department of Mechanical Engineering, McGill University, 817 Sherbrooke Street West, Montreal, QC, Canada H3A 2K6. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. This position is subject to final budgetary approval.

UNIVERSITY OF BRITISH COLUMBIA — Department of Mechanical Engineering invites applications for a faculty position at the Assistant/Associate/ Full Professor level with a starting date of September 1, 2001 or as soon as possible thereafter. The successful candidate will hold a PhD degree or equivalent in mechanical engineering or a closely related field, and must have a strong interest in engineering design. Candidates with expertise in design as applied to any branch of mechanical engineering are encouraged to apply. The duties of this position include teaching at the undergraduate and graduate levels, the supervision of graduate students, and the development of an externally funded research program. The successful candidate will be expected to have or seek registration as a Professional Engineer in British Columbia. The rank and salary will be commensurate with qualifications and experience. The Department has twenty-eight faculty members, seventeen support staff, and approximately three hundred fifty undergraduate and one hundred graduate students. Well-equipped laboratories are available for research in applied mechanics, biomedical engineering, manufacturing and controls, and thermo-fluids. The Patrick Campbell Chair in Mechanical Engineering Design has recently been established to strengthen design activities in the Department. In addition, faculty members in the Department are involved in the national design network C-DEN. The Department is also a founding member of ICICS (the Institute for Computing, Information and Cognitive Systems) at UBC. Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The position is subject to final budgetary approval. Applicants should forward a detailed curriculum vitae, a statement of research and teaching interests (1 - 2 pages), and names and addresses (fax/e-mail included) of four referees to: Professor Nimal Rajapakse, P.Eng., Head, Department of Mechanical Engineering, 2054-2324 Main Mall, University of British Columbia, Vancouver, Canada V6T 1Z4, (e-mail: rajapakse@mech.ubc.ca). The closing date for applications is April 15, 2001. In addition to the above position, outstanding candidates with research expertise in micro-electro-mechanical systems, active vibration and noise control, fuel cells, and biomedical engineering, are encouraged to contact the Department Head for consideration for future openings associated with the Canada Research Chairs Program (www.chairs.gc.ca).

UNIVERSITY OF WESTERN ONTARIO — The Department of Mechanical and Materials Engineering invites applications for a tenure-track faculty appointment in the area of: Fluid Mechanics/Heat Transfer, Assistant/Associate Professor Level. Applicants should have an excellent research record with a strong background in the areas of incompressible flows, with a background in non-intrusive anemometry, heat transfer techniques or advanced modeling and/or Direct Navier Stokes Simulation techniques. The successful candidate must develop vigorous research activities, collaborate with existing Faculty, attract external research funding, supervise graduate students, instruct in undergraduate and graduate courses, and participate in other educational and professional activities. Teaching in the area of fluid mechanics and heat transfer is expected, as well as in more general courses. Applicants should hold a PhD degree, have a proven research record, excellent communication and teaching skills, be eligible for registration as a professional engineer in Ontario and a demonstrated ability to complement and expand the existing areas of expertise. Past teaching or professional engineering experience is expected and will be an important consideration in the selection of the successful candidate. Salary and rank will be commensurate with experience and proven record of excellence. Applications will be accepted until April 30, 2001. The desired starting date would be September 1, 2001. Mechanical and Materials Engineering is one of the largest engineering departments in the Faculty and has an excellent record in undergraduate teaching. The Department is active in research and enjoys support from granting agencies such as the Natural Science and Engineering Research Council and Provincial and Federal Centres of Excellence. Applications, including curriculum vitae, statement of research and teaching objectives, and the names of three referees should be addressed to: Professor J.S. Sheasby, Chair (jsheasby@eng.uwo.ca), Department of Mechanical and Materials Engineering, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada N6A 5B9; (519) 661-2136; Fax (519) 661-3020. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. The position is subject to budget approval.

CARLETON UNIVERSITY — The Department of Mechanical and Aerospace Engineering. Applications are invited for a Tier 2 Canada Research Chair in the Department of Mechanical and Aerospace Engineering in the field of Gas Turbine Materials Technology and Manufacturing Methods. The position is available starting July 1, 2001. The appointment will be at the Assistant or Associate Professor level and candidates must have or be in the process of establishing an internationally recognised research program. The successful candidate will be expected to build a strong research program and to establish collaborative research links with existing members of the Department and the Canadian aerospace industry at large. In addition the Chair will also participate actively in teaching and development of new courses in the field at the graduate and undergraduate levels. Membership or eligibility for membership in a Canadian professional engineering association is desirable but not essential. The Department of Mechanical and Aerospace Engineering is a research intensive department with strong collaborative links with the aerospace industry and research institutes. It has approximately 100 graduate students enrolled in M.Eng. and PhD programs in Aerospace and Mechanical engineering and an M.Eng. program in Materials Engineering. The Department has particular strength in the area of gas turbine technology which includes gas turbine materials — superalloys, intermetallics and titanium alloys. To support this research strength, the Department has well-equipped laboratories including low and high-speed cascade wind tunnels for blade aerodynamics investigations and a Bridgeman vacuum furnace for materials research into the development of directionally solidified (DS) and single crystal structures of intermetallics and superalloys. This work is supported by Pratt & Whitney Canada and the Institute for Aerospace Research (IIAR) at the National Research Council. In addition, the Department offers innovative and popular undergraduate programs in Mechanical and Aerospace Engineering which attract high standing students from across Canada. The Department takes full advantage of its close proximity to the Institute for Aerospace Research, the Communications Research Centre and other national aerospace and space industries. It has a strong record of collaboration and support with government and industry laboratories in all areas. Applications, with a curriculum vitae, and the names of three referees should be sent to Professor Robert Bell, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, telephone: (613) 520-6694; fax: (613) 520-5715; rbell@mae.carleton.ca. Applications will be accepted as long as the position remains unfilled. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Persons from these groups are encouraged to apply.

SIMON FRASER UNIVERSITY — Applications are invited for two positions in the School of Engineering Science. The PMC-Sierra Senior Chair in Communications is a tenured position at the Associate Professor or Professor level. The successful applicant will have an international/recognized record of research in wireless communication at the link level, with contributions to fields such as smart antennas, modulation and coding. However, outstanding candidates in related areas will be considered. The Sierra Wireless Chair in Communications is a tenure-track position at the Assistant Professor level. The successful applicant will have demonstrated outstanding promise for research through a strong initial record of publications and projects and have expertise in high speed digital signal processing applied to wireless communications. Examples include DSP and VLSI implementation of transceiver architectures or source compression of multimedia signals for wireless. However, outstanding candidates in related areas will be considered. Responsibilities of both positions include research and teaching. Support will be provided to the successful applicants for establishing their research programs. As well, they will be eligible for Fellowships in the B.C. Advanced Systems Institute, which carry significant research funding. The School of Engineering Science has 22 faculty members, with a flourishing graduate program of 75 full time and 65 part time students. Admission standards for the undergraduate program are among the highest in Canada. Faculty members maintain strong links with the B.C. Advanced Systems Institute, many industrial partners and national and international colleagues. Simon Fraser University serves about 18,000 students. The university has been

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St. Francis Xavier University
Antigonish, Nova Scotia, Canada

Vice President, Advancement

St. Francis Xavier University invites applications and nominations for the position of Vice-President, Advancement. The successful candidate will report to the President and will be responsible for Development, Alumni Affairs, Communications and Marketing.

The ideal candidate will be a dynamic leader with proven ability in the development and implementation of advancement strategies in a highly competitive environment. The future vice-president should have well-developed management skills and an ability to relate comfortably to leaders in the worlds of business and government, while enjoying highly collaborative relations within the university community. Fundraising and marketing experience, and strong academic credentials, will be definite assets.

StFX is a top-ranking Canadian university focused on academic excellence, innovation in teaching and research, service to society, and international outreach.

Consideration of applicants will begin on February 23, 2001 and will continue until the position is filled. Applications, including detailed curriculum vitae, should be directed in full confidence to:

Dr. Sean Riley
President and Vice-Chancellor
St. Francis Xavier University
P.O. Box 5000
Antigonish, Nova Scotia
B2G 2W5

www.stfx.ca

CHILDREN'S & WOMEN'S HEALTH CENTRE OF BRITISH COLUMBIA

ASSISTANT PROFESSOR, DIVISION OF INFECTIOUS AND IMMUNOLOGICAL DISEASES

A position at the Assistant Professor level is available in the Division of Infectious and Immunological Diseases, Department of Pediatrics, University of British Columbia and Children's & Women's Health Centre of British Columbia to commence on **July 1, 2001.**

B.C.'s Children's Hospital, is the sole tertiary care children's hospital in British Columbia. It is a 250-bed university affiliated teaching hospital.

The successful candidate should have a MD (or equivalent) and PhD (or equivalent), be fully trained in the practice of Pediatric Infectious Diseases and be prepared to direct an independent program in microbial pathogenesis research. The incumbent will be expected to devote approximately 70% time to research. It is expected that the successful candidate will succeed in garnering external peer-reviewed grant support within one year of appointment and his or her own salary support through a competitive award.

In accordance with Canadian Employment and Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University and Hospital hire on the basis of merit and are committed to employment equity. We encourage all qualified persons to apply. Salary will be commensurate with qualifications and experience.

The closing date for applications is **March 1, 2001.** Applications will be reviewed immediately thereafter.

Please send a curriculum vitae with three references to:

UBC

Dr. David Speert
Head, Division of Infectious and Immunological Disease
B.C. Research Institute for Children's & Women's Health
950 West 28th Avenue, Room R377
Vancouver, BC V5Z 4H4
Email: speert@interchange.ubc.ca
Fax: (604) 875-2226

Western

The University of Western Ontario

Tenure-Track Positions in Audiology Faculty of Health Sciences

The Faculty of Health Sciences at The University of Western Ontario invites applications for two tenure-track positions in Audiology within the School of Communication Sciences and Disorders. The appointments will normally be at the rank of Assistant Professor with academic responsibilities in teaching (in Audiology, Speech-Language Pathology and/or Health Sciences programs), developing and sustaining a significant program of research, and providing service contributions to support relevant university and community activities.

Candidates must have a strong research background, with interest and expertise in an area relevant to program needs. Candidates specializing in Aural Rehabilitation and Diagnostic Audiology are of particular interest, but outstanding candidates having expertise in other identified areas, including electrophysiological measures of hearing, hearing health promotion/ noise and hearing, or hearing health care services research will also be considered. The University offers masters-level professional/research education in Audiology and a PhD degree in Rehabilitation Science. Our masters program in Audiology is designed to graduate approximately 15 Audiologists per year. Western is home to the newly established National Center for Audiology (NCA), which will enhance the capacity for audiological research in Canada. Through this initiative, our existing excellent facilities are being expanded to include five new auditory research laboratories, a research clinic, a full-size anechoic chamber and a mobile auditory testing laboratory. It is expected that the successful candidate would join the NCA's team of internationally recognized researchers. Further information on the School and/or NCA is available at www.uwo.ca/fhs and/or www.uwo.ca/nca.

Candidates must have, or be nearing completion of, a PhD in Communication Sciences and Disorders, or the equivalent. Candidates must provide clear evidence of the ability to develop and sustain a significant, independent, externally funded program of research. Preference will be given to candidates who have successful experience teaching in a professional program and supervising graduate students.

The effective date of the appointments are July 1, 2001. Nominations and applications (including curriculum vitae, names of three referees that will be regarded as confidential until interview candidates have been determined) for both internal and external candidates are required by **March 30, 2001** and should be submitted to:

Dr. A.N. Belcastro, Dean
Faculty of Health Sciences
Health Sciences Addition, Room H124
The University of Western Ontario
London, Ontario, Canada N6A 5C1

Positions are subject to budget approval. Canadian Citizens and Permanent Residents will be considered first for these positions. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, visible minorities, aboriginal persons and persons with disabilities.

UNIVERSITY OF SASKATCHEWAN

Head, Department of Native Studies

Applications are invited for a tenured position as Head of the Department of Native Studies at the University of Saskatchewan commencing July 1, 2001. Salary is negotiable. Candidates should have a distinguished record of scholarship, a PhD (or the equivalent), experience in graduate student supervision, as well as demonstrated administrative ability and experience. Aboriginal scholars are encouraged to apply.

The Department has three tenure-track professors and a number of term and sessional positions. The Department has also received an additional two tenure-track positions for 2001/2002. The new Head will lead the Department in recruiting suitable candidates to fill these positions.

Applicants are to send a curriculum vitae, transcripts, and ask three referees to write directly to **Robert Bane, Acting Head, Native Studies Department, College of Arts and Science, University of Saskatchewan, 106 Wiggins Road, Saskatoon, SK S7N 5E6 by March 30, 2001.** However, applications will be accepted until the position is filled. Candidates are invited to visit www.usask.ca/native_studies/ for additional information about this appointment, about the Department, and about the University including its various programs for Aboriginal students.

The University of Saskatchewan is committed to the principles of Employment Equity. While applications from all qualified candidates are welcome, women and people with disabilities are encouraged to apply and are invited to identify themselves as members of these designated groups on their applications. Although preference will be given to Aboriginal applicants who are permanent residents of Canada or Canadian citizens, applications are invited from qualified individuals regardless of their immigration status.

ranked first in the "Comprehensive" category several times in the last five years in a national ranking of Canadian universities carried out by McLean's magazine. The university is situated on top of Burnaby Mountain just east of Vancouver and commands magnificent mountain and ocean views. The Lower Mainland area of British Columbia is unique in Canada for its mild climate and varied recreational opportunities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications will be accepted until the positions are filled; May 1 may be taken as a practical cutoff. For updated information, see http://www.ensc.sfu.ca/. To apply, send a curriculum vitae, evidence of research productivity (including selected reprints) and the names, addresses and phone numbers of three referees to: Dr. John D. Jones, Director, School of Engineering Science, Simon Fraser University, 8888 University Drive, Burnaby B.C. V5A 1S6 Canada, email: jones@cs.sfu.ca.

McMASTER UNIVERSITY — In conjunction with the creation of the McMaster University Steel Research Centre, the Department of Mechanical Engineering is seeking an outstanding individual to hold a newly created Stelco/NSERC Industrial Research Chair in Steel Product Design. As this position is a tenured/tenure-track appointment at the Full or Associate Professor level, the successful candidate must have a PhD in Mechanical Engineering, Materials Engineering or a closely related discipline, and an excellent record of scholarly achievement, along with the ability to relate theory to industrial practice. The aim of this initiative is to strengthen the links between steel metallurgy, manufacturing and product design. The candidate is expected to develop an active research program in this interdisciplinary area including the development of new steel alloys, coatings, forming and fabrication technologies, in collaboration with Stelco and other companies. The Chairholder is expected to be a member of the Mechanical Engineering Department with strong ties to the Materials Science and Engineering Department, and will participate in regular teaching and graduate supervision in both Departments. This position provides significant research support and a reduced teaching load to accommodate the research emphasis. McMaster's Faculty of Engineering currently has over 100 Faculty, 300 graduate students and 2200 undergraduate students. Hamilton is an ideal setting for steel related research, with integrated and mini-mill producers, as well as extensive manufacturing activity, in the local area. The Steel Research Centre directs government and industrial funding towards projects in the Materials Science, Chemical and Mechanical Engineering Departments, with broad opportunities for interdisciplinary and industrial collaboration. The Brockhouse Institute for Materials Research has advanced equipment for materials analysis and the newly established Manufacturing Research Institute will provide industrial-scale facilities for work on fabrication, including machining and hydroforming. McMaster University if committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women. This position is open to candidates world wide, but in accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents. Applicants should send a letter of application, resume, statement of teaching and research interests, a selection of research publications, and the names of at least three references to: Dr. D. S. Weaver, Chair, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7. Applications will be accepted until the position is filled.

UNIVERSITY OF NEW BRUNSWICK — Department of Mechanical Engineering. Fredericton, invites applications for three tenure track positions at the Assistant/Associate Professor level. At this time, Mechanical Engineering has a complement of 14 approved faculty positions, 228 full time undergraduate students and 29 graduate students. The department is fully accredited and offers degrees at the undergraduate, master's and doctoral level. Faculty members teach at both the undergraduate and graduate levels and are encouraged to develop their own interests in research. Collaborative efforts are encouraged within and outside the department and university. The department is interested in seeking to fill positions in the areas of 1) Design and Applied Mechanics 2) Vibration/Instrumentation and Controls 3) Thermo-Fluids. Candidates with an interest in Manufacturing are especially encouraged to apply. Information regarding the department may be found at www.unb.ca/ME. General Qualifications: Earned Doctorate in mechanical engineering or a related area. Eligible to apply for registration with APEGNB. Industrial experience would be an asset. Review of applications will begin immediately and continue until the positions are filled. Applications with a curriculum vitae and names and address of three references should be sent to: Dr. E. Biden, Chair, Department of Mechanical Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3, email: meceng01@unb.ca, Fax: (506) 453-5025. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF SASKATCHEWAN — The Department of Electrical Engineering invites applications for a tenure track faculty position at the Assistant/Associate Professor level in the area of communications, having specialization in microwave, wireless or optical circuits and devices. The successful candidate is expected to take a strong leadership role in the development of an active research program and be involved in teaching and developing undergraduate and graduate courses. Candidates should hold an earned PhD degree and have demonstrated teaching capability. Excellent facilities and programs exist for research in communication systems, electric power systems, materials and integrated circuits. The Department currently has approximately 200 undergraduate and 80 graduate students and offers B.Sc., M.Eng., M.Sc. and PhD degrees. An open and collegial environment exists amongst the students and faculty. The department is highly ranked within North America (see http://www3.bc.sympatico.ca/infolee-prog.htm). The Communication Systems Research Group has excellent facilities to support research and teaching, and has close ties with industry through Telecommunication Research Laboratories (www.trlabs.ca) and other agencies. The EE Department has particular strengths in opto-electronics devices and communications systems, and is building expertise in both hardware and software for telecommunication systems. Applications with complete curriculum vitae, names of three references and a statement of teaching and research interests should be addressed to Dr. K. Takaya (eesearch@engr.usask.ca), Head, Department of Electrical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 5A9. Applications should be received by May 31, 2001. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status in Canada.

UNIVERSITY OF SASKATCHEWAN — Department of Electrical Engineering invites applications for a tenure track faculty position at the Assistant Professor level having specialization in power systems analysis with emphasis on power system reliability evaluation or power system control. The successful candidate is expected to take a strong leadership role in the development of an active research program and be involved in teaching and developing undergraduate and graduate courses. Candidates should hold an earned PhD degree in Electrical Engineering and have demonstrated undergraduate and graduate teaching capability. Excellent facilities and programs exist for research in communication systems, electric power systems, materials, and integrated circuits. The Department currently has approximately 200 undergraduate and 80 graduate students and offers B.Sc., M.Eng., M.Sc. and PhD degrees. An open and collegial environment exists amongst the students and faculty. The department has a strong and well-recognized research and education program in the power systems area. The Power Systems Research Group of the Department of Electrical Engineering has been in existence for more than thirty years and is internationally recognized for its significant research contributions. Present areas of research within the group include power system analysis, reliability, protection, operation, dynamics and electrical machines. Applications with complete curriculum vitae, names of three references and a statement of teaching and research interests should be addressed to Dr. K. Takaya (eesearch@engr.usask.ca), Head, Department of Electrical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 5A9. Applications should be received by May 15, 2001. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status in Canada.

UNIVERSITY OF WINDSOR — Environmental Engineering. Invites applications for a tenure-track faculty position in the Civil and Environmental Engineering in the area of Air Pollution Control and Climate Change at the rank of assistant professor commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. N. Biswas, Chair, Joint Appointments Committee, Office of the Dean of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519.971.3622; Email: apptengr@uwindsor.ca. The University of Windsor invites applications for a tenure-track faculty position in the Facul-

Tenure Track Positions in Mechanical Engineering

The Department of Mechanical Engineering at the University of Saskatchewan invites applications for full-time, tenure-track faculty positions in the following areas:

Applied Mechanics — The candidate should have broad expertise in the area of mechanics and be able to teach a wide range of courses in applied mechanics, machine design or vibrations. Of particular interest are individuals with research expertise in plasticity/creep with applications to manufacturing, or dynamics/vibrations with applications to simulation and control of flexible mechanical systems. The applied mechanics group is actively involved in the areas of advanced computational mechanics, experimental methods, computer modeling and simulation, optimization, dynamics, biomechanics, tribology, inverse problems, and optical methods. Well-equipped laboratory facilities include Instron testing machines, a vibrations laboratory with suspended floor and shaker unit, an optics facility with lasers and optical table, and several workstations.

Materials — The candidate should have expertise in the relationship between microstructure and properties of materials, or the microstructure development in metals or ceramics. A strong background in electron microscopy is required. Materials research in the Department is currently concentrated in the areas of materials selection for potash brine environments, composites, creep of alloy steels, shape memory alloys, and aluminum alloys for automotive applications. Strong ties with industry are well established. Opportunities exist for collaboration with faculty in other Departments. Excellent research facilities are in place and include metallographic specimen preparation, mechanical testing, thermal analysis, creep, and electron microscopes. Available equipment includes Instron and MTS testing machines, DSC, TMA, TGA, ten high temperature creep testing frames housed in an environmental chamber, SEM, and a recently acquired $1.8 M STEM. Under construction at the University of Saskatchewan is the Canadian Light Source, the largest post-war research facility to be built in Canada, and it is expected that this will be used in support of materials related research.

Mechatronics — The candidate should have expertise in one and preferably more of the following areas: fluid power, controls, manufacturing and robotics. As a faculty member in Mechanical Engineering, the successful candidate will participate in the activities of the Mechatronics Research Unit, which includes faculty from several Departments. Numerous well-equipped individual laboratories are available within the Department for research in fluid power, control systems, intelligent systems, industrial mechatronics, advanced engineering design and manufacturing/robotics. The fluid power research facilities are unique in North America. The Department Unit members hold over $1M in research funding with more than 30 graduate students and PDF's working in the area.

Thermodynamics/Heat Transfer — The candidate should have a strong experimental background and expertise in one or more emerging technologies related to, but not limited to, advanced instrumentation, micro/nanoscale heat and mass transfer, alternative energy systems and applications, and multiphase flow. The successful candidate would become an active member of the Thermo-Fluids Research Group, which includes five professors engaged in research in experimental and numerical fluid mechanics and heat transfer. Close ties have been established with research groups in Bioresource, Chemical and Civil Engineering. Present research strengths are in the areas of air-to-air heat exchangers, bluff-body aerodynamics and unsteady flows, computational fluid dynamics, turbulence modeling and measurements, heat transfer under high heat flux conditions, and microgravity two-phase flow and heat transfer. Research facilities include a low-speed wind tunnel, a small towing tank, two environment chambers, and microgravity two-phase flow ground and flight test packages. Measurement systems include high-speed video, CTA, LDV, conventional PIV and stereoscopic PIV.

The appointments will be at the rank of Assistant Professor and will start on **July 1, 2001**, or shortly thereafter. Candidates must have a PhD in mechanical engineering or a closely related discipline. A demonstrated commitment to research and a strong interest in teaching both undergraduate and graduate students is expected. The duties of the successful candidates will include teaching in their area of specialization, as well as, in the general engineering program. The successful candidates are expected to develop an active, externally funded research program and be eligible for P. Eng. registration in the Province of Saskatchewan.

The Department of Mechanical Engineering is committed to both teaching and high quality, intense research and comprises 19 faculty, 4 Professors Emeriti actively involved in research, 8 support staff, several PDF's and research associates, approximately 70 graduate students and 250 undergraduate students with B.E., M.Eng., M.Sc., and Ph.D. degrees offered. More information on the Department can be found in http://www.engr.usask.ca/dept/mee/.

Applicants should send a curriculum vitae, the names and addresses of at least three referees and a statement of research and teaching goals. Applications should be submitted to: **Professor S. Yannacopoulos, Head of the Department and Chair of the Search Committee, Department of Mechanical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 5A9.** Applications should be received by **April 15, 2001.**

The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This advertisement is directed to Canadian citizens and permanent residents of Canada.

Director of Leukemia/BMT Program

Vancouver, BC

The Division of Hematology of the BC Cancer Agency (BCCA) is seeking a Director for its Leukemia/BMT Program, located at the Vancouver Cancer Clinic (VCC) of the BCCA and Vancouver Hospital & Health Sciences Centre (VHHSC).

You will provide leadership of clinical and research activities, as well as ensure effective operation of the provincially-funded program, which has 28 HEPA-filtered, single-room beds at two adjacent hospital sites – the VCC and VHHSC. The staff consists of five Leukemia/BMT hematologists and five fellows, in addition to a full complement of support personnel. Stem cell assay, purging and cryogenic support services are provided by the closely-associated Terry Fox Laboratory, while academic appointments and support are delivered through the Division of Hematology, Department of Medicine, University of British Columbia (UBC).

A research-oriented visionary with an outstanding academic record, you are eligible for licensure by the BC College of Physicians & Surgeons and an appropriate academic appointment (Professor or Associate Professor) at UBC. Moreover, you have the ability to build relationships, manage change processes and effectively represent/advance the interests of the Division of Hematology as well as those of the other organizations noted.

In accordance with Canadian Immigration requirements, this advertisement is directed at Canadian citizens and permanent residents, but other qualified candidates are urged to apply. Please direct your curriculum vitae and the names of three references by Thursday, April 15, 2001 to: Dr. Allen C. Eaves, Head, Division of Hematology, BC Cancer Agency, 601 West 10th Avenue, Vancouver, BC V5Z 1L3. Telephone: 604.877.6070; fax: 604.877.0712; email: aeaves@bccancer.bc.ca.

BC Cancer Agency

AI22918

www.bccancer.bc.ca

Dean
Faculty of Social Sciences

The University of Victoria invites applications and nominations for the position of Dean of the Faculty of Social Sciences.

The University of Victoria, with about 17,500 students (including 2,000 graduate students) and nearly 3,400 academic and support staff, is located in one of Canada's most beautiful cities. Organised in ten Faculties, it is known for outstanding scholarship and innovative education and, in particular, for the largest co-op education program in Western Canada.

The Faculty consists of seven academic units: Anthropology, Economics, Environmental Studies, Geography, Political Science, Psychology and Sociology. Members of the Faculty are involved in several interdisciplinary research centres including Aging, Environmental Health, Studies in Religion and Society, Earth and Ocean Research, Forest Biology, and Asia Pacific Initiatives. The Faculty is the largest of ten Faculties in terms of undergraduate enrollments and degrees granted each year. The Faculty has an outstanding record of research and teaching success, individual members of faculty have received several national and international awards. Research activities in the Faculty attract over $2.6 million in external funding annually. The Faculty has 100 faculty members, more than 250 graduate students and 2500 undergraduates. For further information please see http://web.uvic.ca/socsci/.

The successful candidate will be an effective advocate of both the traditional and changing roles of the Social Sciences, excited by the opportunities for change within the discipline and university, and able to stimulate and promote all forms of Social Sciences research and teaching. This individual will be an excellent administrator with a strong record of equitable practice and a solid record of effective development of community relations and support.

The appointment is for a five-year term effective July 1, 2001 or as soon as possible thereafter. The successful applicant must have a substantial record of scholarship and effective teaching in order to qualify for a tenured appointment at a senior level in one of the academic units in the Faculty.

Applications are to be submitted at the earliest convenience and must be received by the deadline of **March 15, 2001**. Applications should include a current curriculum vitae, the names and addresses of three referees in a position to comment on the candidate's academic and administrative experience, and an outline of the candidate's ability to meet the duties and criteria established for the position. These are provided on the Search Committee's website (http://web.uvic.ca/vpac/) or upon request.

Applications and nominations will be treated in confidence. Applications should be directed by mail or facsimile (250-721-7216) to. **Dr. Penelope W. Codding, Vice-President Academic and Provost, University of Victoria, PO Box 1700, STN CSC, Victoria, BC V8W 2Y2.**

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal people.

UVic UNIVERSITY OF VICTORIA

ty of Engineering in the area of Environmental Recycling at the rank of assistant professor commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. N Biswas, Chair, Joint Appointments Committee, Office of the Dean of Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253.3000, Ext. 2566, Fax: 519.971.3622, Email: appteng@uwindsor.ca.

UNIVERSITY OF WINDSOR — Mechanical, Automotive and Materials Engineering invites applications for a tenure-track faculty position in the Faculty of Engineering in the area of Environmental Recycling at the rank of assistant professor commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. N Biswas, Chair, Joint Appointments Committee, Office of the Dean of Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2566, Fax: 519.971.3622, Email: appteng@uwindsor.ca.

UNIVERSITY OF TORONTO — The Department of Civil Engineering invites applications for a tenure stream position at the Assistant Professor level in the area of Structural Engineering. The appointment to this position will be made 1 July 2001, or as soon as possible thereafter. The successful candidate will contribute to a new undergraduate option in Infrastructure Engineering forming part of the elite Engineering Science honours program at the University of Toronto. Offered primarily by the Structures, Transportation and Materials groups within the Department of Civil Engineering, this option is aimed at the next generation of leading designers, planners and managers of major infrastructure renewal and expansion projects and has a strong emphasis on the use of new technology. Candidates with a strong interest and demonstrated expertise in structural engineering design, use of new technologies and advanced materials are invited to apply. The successful candidate will have the potential for excellence in both teaching and research, strong interpersonal skills, a broad interest in collaborative research, enthusiasm, and the ability to inspire and motivate students. Applicants should hold a doctoral degree in Civil Engineering and be eligible for registration as a Professional Engineer in Ontario. Salary is commensurate with qualifications and experience. The University of Toronto, recognized as Canada's leading university, is located on a spacious campus in the heart of Toronto. The successful candidate will have access to excellent research facilities for structural and materials testing maintained by the Department of Civil Engineering. Applicants should send a detailed curriculum vitae, a statement concerning research, teaching and professional interests, and a list of at least four referees to Professor Barry J. Adams, Chair, Department of Civil Engineering, University of Toronto, Toronto, Ontario, M5S 1A4, Canada. Review of applications will begin 15 April 2001 and will continue until the position is filled. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

UNIVERSITY OF TORONTO — The Department of Civil Engineering invites applications for the Chair in Engineering Seismology and Rock Mechanics. This appointment, established through an endowment, will be at the rank of Full Professor with tenure. The new Lassonde Mining Institute has been created to promote and facilitate cross-disciplinary research related to challenges facing the mineral industries. The initial focus will be on 'The Digital Mine' project, which will develop the next generation of geomechanical mine design tools. The successful candidate will be a member of a multi-disciplinary team on projects such as this through the Lassonde Mining Institute. Candidates for the Chair should be senior scholars with a strong background in rock mechanics and applied seismology. The successful candidate must have a distinguished record of scholarship including undergraduate and graduate teaching and at least 10 years of experience in managing major multi-disciplinary research efforts. The candidate must have demonstrated leadership, administrative capabilities, communication skills and vision to establish a pre-eminent research program in applied seismology related to mining. Direct field experience in mine instrumentation and expertise in developing geomechanics testing facilities would be especially valuable. Experience with the technical aspects of prospective deep shaft disposal of radioactive waste is also seen as advantageous. Membership or eligibility for membership in a Canadian professional engineering association is required. Candidates will be expected to provide a curriculum vitae along with a brief description of current teaching and research interests, and the names, postal and e-mail addresses of six (6) referees to Dr. W.F. Bawden, Pierre Lassonde Chair in Mining Engineering, Lassonde Mineral Engineering Program, University of Toronto, Room 119 Mining Building, 170 College Street, Toronto, M5S 3E3, or by e-mail to bawdenw@ecf.utoronto.ca. Review of applications will begin April 1, 2001 and will continue until the Chair is filled. Interested persons should express their interest at the earliest opportunity. The University of Toronto is strongly committed to diversity within it's community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in mathematics and computational methods and a research record in solid mechanics. Applicants must be eligible for Professional Engineering registration in Ontario and have a PhD in Civil Engineering or a closely related field. The successful candidate will interact with faculty in the department's Structures, Mechanics and Construction group. It is anticipated that the appointment will begin in September 2001 or earlier. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering including structural engineering and applied mathematics. This appointment is subject to the availability of funds. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents will be considered first for this position. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to Professor J.F. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

UNIVERSITY OF WATERLOO — invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty. With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities, programs and research facilities can be obtained at http://www.ece.uwaterloo.ca. Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, e-mail: miller@ece.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering invites applications for three positions at the rank of Lecturer. The initial appointment will be for a period of five years. Subject to satisfactory performance, these Lecturer appointments can be renewed for subsequent five-year terms. Exceptional demonstrated performance could lead to an appointment as a Continuing Lecturer in special cases. The rank of Continuing Lecturer is a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas. A PhD degree and/or previous teaching experience is desirable. The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering. Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research programs. Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of electrical, computer, or software engineering. The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario. Applications will be considered until the positions are filled. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail your application to Professor Daniel Miller, Co-ordinator, Lecturer Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at lecurt@ece.uwaterloo.ca.

UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics and Machine Design at the Assistant or Associate Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Experience in machine design and solid mechanics is required. Strength in undergraduate design project supervision would be an asset. Applicants must hold a PhD in Mechanical Engineering, have relevant experience, and have potential or proven ability for excellence in teaching, have excellent communication skills, and have the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in May of 2001 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

UNIVERSITY OF WATERLOO — Mechanical Engineering. Applications are being accepted for a full-time tenure-track position at the Assistant or Associate Professor rank. Applicants with research interests in Thermal Engineering, particularly in renewable energy / energy conservation, are encouraged to apply. A PhD in Mechanical Engineering or a related discipline is required. Post-doctoral or industrial research

VICE-PRESIDENT (RESEARCH)

University of New Brunswick

The University of New Brunswick invites applications and nominations for the position of Vice-President (Research). The Vice-President (Research) is responsible for enhancing the research stature of UNB in support of its mission to provide a strong and vibrant capacity for research and innovation in the province of New Brunswick and Atlantic region.

The successful candidate is expected to provide leadership in fostering an environment favourable to research and in encouraging research by over 500 faculty members in Faculties of Administration, Business, Arts, Computer Science, Education, Engineering, Forestry and Environmental Management, Law, Nursing, Kinesiology, Science, and Science, Applied Science and Engineering on the Fredericton and Saint John campuses. The position carries responsibility for the administration of a wide range of research programs, institutes, centres, chairs and policies in cooperation with other University bodies such as the School of Graduate Studies. The Vice-President will play a major role in building relations with government, industry and community agencies to increase research funding and research opportunities for faculty and the University. The Vice-President's mandate includes the stimulation, promotion and coordination of interdisciplinary research initiatives and technology development and transfer.

Candidates must have a record of academic, scholarly and administrative achievement, and a demonstrated commitment to excellence in research. An ability to interact effectively with academic colleagues, governance bodies, research agencies, business leaders, government, and the community is essential.

The appointment commences 1 July 2001 for a term of 5 years.

Applications and nominations, including a c.v. and succinct statement outlining qualifications and suitability for the position should be submitted by **March 31, 2001** to:

Dr. Elizabeth Parr-Johnston, President
University of New Brunswick
P.O Box 4400
Fredericton, New Brunswick E3B 5A3

UNB
UNIVERSITY OF NEW BRUNSWICK

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of Employment Equity.

St. FRANCIS XAVIER UNIVERSITY POSITIONS AVAILABLE

St. Francis Xavier University located in Antigonish in northeastern Nova Scotia, through its twenty-five departments, offers a comprehensive array of undergraduate programs in Arts, Science, Business Administration, Education, Information Systems, Human Kinetics, Human Nutrition, Music and Nursing as well as Masters programs in selected areas. In addition to its excellence in teaching, and in support of that primary activity, the university sees faculty involvement in research, reflective inquiry and creative work as essential. StFX will continue to commit resources to the encouragement of these endeavours.

EDUCATION

The Department of Education at St. Francis Xavier University invites applications for a probationary appointment in Education, preferably with strengths in early literacy and approaches to multiage-groupings. The candidate should be prepared to deal with broader issues of elementary curriculum and instruction including how to effectively address the needs of learners of diverse abilities. The successful candidate will collaborate and contribute to both the university community and the wider education community. Teaching will be at both the BEd and MEd levels and includes the supervision of thesis and projects. The Department strives for excellence in both undergraduate and graduate education, and the successful candidate will have demonstrated ability and outstanding potential for excellence in both teaching and research. Teaching experience in a school system is essential. Applications should have a completed PhD and an established research program. The appointment is subject to budgetary approval and will be made at the rank of Assistant Professor. A summary of teaching experience, a statement of teaching philosophy and interests, and an outline of research plans should accompany the letter of application. A curriculum vitae, letter of application, selected publications, and three letters of recommendation should sent to: **Dr. Ann Sherman, Chair, Department of Education.** Phone (902) 867-5163; Fax (902) 867-3887; e-mail asherman@stfx.ca. Consideration of applicants will begin on **Mar 15th, 2001.**

INFORMATION SYSTEMS

Applications are invited for two tenure track positions at the Assistant or Associate Professor level, in the Department of Information Systems. Candidates must have a PhD (or be near completion) in Information Systems or Computer Science or a closely related area and should be capable of teaching in one or more of the following areas: programming in C or COBOL or Visual Basic or Java or ABAP, database management, data warehousing, data mining, telecommunications, local area networking, multimedia, electronic commerce, ERP or project management. The department offers a Bachelor of Information Systems (BIS) degree. The University also offers a BBA degree with an Information Systems major (BBA/IS). We are interested in an individual that shows a strong commitment to high quality teaching, but who is also capable of attracting external research funding. Send documentation to: **Dr. Ron MacKinnon, Chair, Department of Information Systems.** Tel: (902) 867-3937, Fax: (902) 867-2448, E-mail: rmackinn@stfx.ca. An e-mail address should be included. These positions will be available until filled. Additional information is available from the StFX IS home page at http://juliet.stfx.ca/~infosys/isdeptnew.htm.

JAZZ STUDIES

The Department of Music, St. Francis Xavier University, specializing in jazz and contemporary music, invites applications for a tenure stream appointment in Jazz Studies. Although jazz guitarists and trumpeters are preferred all applications will be considered. The successful candidate will have a minimum of a completed Masters (or equivalent creative experience) exceptional ability as an inspiring and dedicated teacher, and demonstrated performance or scholarly ability. Rank and salary (subject to budgetary approval) is competitive and dependent on experience and qualifications. Teach courses in areas of expertise such as, improvisation, composition, ensemble coaching, world music, and applied study. Participate actively in departmental recruitment and outreach programs. Serve on department and university committees and perform other services as appropriate to the position. A summary of teaching experience, a statement of teaching philosophy and interests, and an outline of current and future creative or research plans should accompany the letter of application. A curriculum vitae, letter of application, CD's/tapes, selected publications or compositions, and three letters of recommendation should be sent to: **Greg Carter, Chair, Department of Music.** Phone (902) 867-2106; Fax (902) 867-3654. Consideration of applicants will begin on **March 15, 2001.**

PSYCHOLOGY

The Department of Psychology at St. Francis Xavier University invites applications for an eight-month (September 1, 2001 – April 30, 2002) limited term appointment. The primary responsibility of the successful candidate will be teaching courses in introductory psychology, with the possibility of one course in his or her area of expertise. The appointment is subject to budgetary approval and will be made at the Lecturer or Assistant Professor rank. A curriculum vitae, letter of application, and three letters of reference should be sent to **Dr. Edward Pencer, Chair, Department of Psychology.** Phone (902) 867-3928; Fax (902) 867-5456; e-mail epencer@stfx.ca. Applications will be considered until the position is filled.

RELIGIOUS STUDIES

Applications are invited for a ten-month sabbatical replacement at the rank of lecturer or assistant professor in the Department of Religious Studies. The appointment will commence September 1, 2001. An applicant with a doctorate or a dissertation nearing completion in the field of Religious Studies or Theology would be suitable for this position. The candidate will be required to teach three six-credit courses (or their equivalent), two of which are "Religion, Spirituality, and Health" (RELS 120) and "Health Care Ethics" (RELS 300). The third course will be drawn from the Department's offerings and in keeping with the candidate's range of expertise. The deadline for applications is **31 March 2001.** Applicants are asked to submit a curriculum vitae and three letters of reference. Submit documentation to: **Dr. M.Y. MacDonald, Chair, Department of Religious Studies.** Phone (902) 867-5407, Fax (902) 867-3610, E-mail: mymacdon@stfx.ca.

SOCIOLOGY/ANTHROPOLOGY

The Department of Sociology and Anthropology at St. Francis Xavier University invites applications for a tenure-track position in sociology from candidates able to make a significant contribution to our social and criminal justice program. The appointment is subject to budgetary approval and will be made at the rank of Assistant Professor. The Department strives for excellence in undergraduate education, and will be looking for an enthusiastic person with demonstrated ability and outstanding potential for excellence in both teaching and research. Applicants should have a completed PhD and an established research program in an area of social or criminal justice research that is informed by current debates in such areas as feminism, post-colonialism, native studies, or disability studies. The successful candidate will be expected to draw on their research in these areas in teaching an undergraduate course in deviance (plus a seminar in their specialty and a third undergraduate course). A summary of teaching experience, a statement of teaching philosophy and interests, and an outline of current and future research plans should accompany the letter of application. St. Francis Xavier University is committed to the principle of employment equity. A curriculum vitae, letter of application, selected publications, and three letters of recommendation should be sent to **Dr. Rod Bantjes, Chair, Department of Sociology and Anthropology.** Phone (902) 867-2479; Fax (902) 867-5465; e-mail rbantjes@stfx.ca; www.stfx.ca/academic/sociology/. Consideration of applicants will begin on **October 30, 2000.** The appointment will be made effective July 1, 2001.

Instructions to Applicants:

Please note that all positions are subject to Senate and Budgetary approval. In addition to any specific application requirements indicated, candidates must submit a letter of application, curriculum vitae, statement of teaching experience and philosophy, and research interests, and arrange to have three letters of reference forwarded to the contact person indicated at the address listed below. Competitions will remain open until positions are filled.

In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. StFX University is committed to employment equity and invites applications from all qualified candidates, including women, aboriginal persons, members of visible minority groups, and disabled persons.

Please direct all general inquiries to:
Mr. R. Hawkins, Dean of Arts, (902) 867-2165; e-mail: rhawkins@stfx.ca.

Mailing address:
St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, Canada B2G 2W5

www.stfx.ca

experience is desirable. Applicants must have excellent communication skills and ability to teach both undergraduate and graduate courses in Mechanical Engineering. In addition to graduate student supervision, willingness to supervise undergraduate design projects is required. Applicants must be either registered Professional Engineers in the Province of Ontario, or be prepared to undertake the necessary requirements for such registration. It is anticipated that the appointment will begin on May 1, 2001 or as soon as possible thereafter. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applicants from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of teaching and research interests, a copy of their most significant journal publication, and the names, addresses, telephone numbers, e-mail addresses, and fax numbers of at least three references to Professor G.E. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1. Applicants will be considered until 15 March 2001, or thereafter until the position is filled.

UNIVERSITY OF WATERLOO — The Software Engineering Board invites applications for a five-year, definite-term position as Associate Director at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. This position is immediately available. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The role of the Associate Director is to help administer the Software Engineering program. Primary duties include teaching, academic advising, organizing study groups, promoting the program, and assuming leadership of a number of administrative tasks. Scholarly activities, such as professional development and/or participation in research, are also expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Departments of Computer Science and Electrical & Computer Engineering seek applications for a senior and a junior Scotiabank Research Chair in Software Engineering. Applicants must have an outstanding research record and a commitment to teaching, and should hold a doctoral degree in Software Engineering, Computer Engineering or Computer Science. A demonstrated record of industrial collaboration would be an asset. Candidates for the senior Chair should be qualified for an academic position at the level of full professor. Candidates for the junior Chair should be qualified for an academic position at the level of either a mature assistant professor or an associate professor. The chairholders will hold joint-appointments in the Departments of Computer Science and Electrical & Computer Engineering, as tenured or tenure-track faculty members. The Chairs are funded by Scotiabank, and the associated research funds can be matched by provincial and federal funding programs, up to $2,000,000 over five years. It is expected that the chairholders' research programs will focus on problems in developing and maintaining large software systems: software architecture, feature interactions, testing and verification, program understanding, visualization, reverse engineering, software evolution. The University of Waterloo has one of the largest Software Engineering research groups in the country, involving 11 full-time faculty members from the Departments of Computer Science and Electrical & Computer Engineering. These two departments together have over 100 faculty members, and have a long history of collaborating with each other on undergraduate programs and research projects. In September 2001, the two departments will initiate a jointly sponsored undergraduate degree in Software Engineering. More information can be found at: http://www.math.uwaterloo.ca/Faculty/SoftwareEng/ Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Director Dr. Joanne Atlee, Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, se-director@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 2001 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Software Engineering Board at the University of Waterloo invites applications for a five-year, definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. This position is immediately available. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program. Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — invites applications for tenure track faculty positions at the rank of Assistant or Associate Professor. The candidates should possess a PhD in engineering and be able to demonstrate a strong ability in both teaching and research. We are seeking candidates whose research activities connect to the ongoing departmental research in intelligent systems engineering. Desirable areas of research are distributed intelligence, machine learning, knowledge discovery and data mining, computer vision and sensor fusion. The successful candidates should be able and willing to teach undergraduate courses in computing and software as well as other core undergraduate engineering courses. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. The successful candidates will be expected to teach both undergraduate and graduate courses, supervise graduate students and maintain and further develop their research programs. Additional information on the University and the Department and its activities can be found at http://www.uwaterloo.ca/ Applications should be forwarded to Mrs. V. Grieve, Administrative Assistant, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to vgrieve@engmail.uwaterloo.ca. Please format your CV in accordance with the instructions provided on our Website. The closing date for applications is March 31, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a starting date on or before September 1, 2001.

ENGLISH

OKANAGAN UNIVERSITY COLLEGE — English. Kelowna or Vernon Centre(s) — 3 Positions Available. The Department of English in the Faculty of Arts and Education requires three College Professors to teach composition, literature, technical communications, and/or creative writing courses in Kelowna or Vernon. Preferred qualifications are a PhD in the discipline and university level teaching experience. These are term (full-time) appointments effective approximately August 7, 2001 to May 3, 2002. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae (quoting Competition No. 02FAC01(CB)), teaching evaluations, and three letters of reference by March 30, 2001 to: Employee Relations Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC V1Y 4X8. Applications may be faxed to: (250) 862-5475, or e-mail your application to: er-applicants@okanagan.bc.ca. E-mailed applications can only be received as attachments in Word format and must include the Competition Number in the subject line. Please visit our website at http://www.ouc.bc.ca/jobpostings. Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

ENVIRONMENTAL STUDIES

UNIVERSITY OF WATERLOO — The Faculty of Environmental Studies invites applications for a tenure-track position at the Assistant Professor level. Appointment is conditional on the successful applicant being approved as a Tier 2 Canada Research Chair. The Faculty is seeking candidates with a focus on development, broadly defined. While the Faculty is committed to development that is sustainable, we welcome applications from candidates with expertise in particular aspects of this, including initiatives with an urban, rural and resources focus, at a community and global scale and with emphasis on social, ecological and economic components. The individual may be especially interested in development within Canada or within any other country or region, but should also have at least some experience in international activities. This is chiefly a research chair. While the successful candidate will be expected to teach at the graduate and undergraduate levels, the appointment will be focused on research. Candidates should hold a PhD and have a well-developed research programme, along with a demonstrated ability to obtain external funding and to manage important research projects. The Faculty will favour candidates whose research interests are compatible with the interests of the Faculty and whose work promises opportunities for fruitful collaborations within and beyond the Faculty. Research and teaching in Environmental Studies at the University of Waterloo uses diverse knowledge and methods from different disciplines to enhance understanding of human relationships within the built and natural environments. Current research initiatives, basic and applied, are undertaken in ecosystems and communities within Canada and internationally. The Faculty of Environmental Studies comprises two professional schools — Architecture and Planning —and two academic departments — Geography and Environment and Resource Studies. In addition there is a Local Economic Development Master's programme and an Environment and Business programme at the undergraduate level. Candidates must submit a letter of application setting out main areas of research and teaching interest as well as a statement of research goals and favoured approach to teaching and learning. Applicants must include with the letter of application a current curriculum vitae and arrange for three letters of reference to be sent to The Chair, Canada Research Chair Selection Committee, Faculty of Environmental Studies, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. The closing date for submission is 15 April 2001. The appointment may begin as early as May 2002, but a later appointment date can be considered. The appointment is open to Canadians and non-Canadians and the Faculty encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. Additional information about the Faculty may be found at www.fes.uwaterloo. Additional information about the Canada Research Chairs programme maybe found at http://www.research.uwaterloo.ca/main/funding_programs/funding_programs2.asp?lac=sci

FINE ARTS

UNIVERSITY OF LETHBRIDGE — Faculty of Fine Arts, Division of Theatre and Dramatic Arts, invites applications for a full-time tenure track position at the Assistant Professor level to teach performance, effective July 1, 2001. A MFA or equivalent graduate degree is required

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Toronto Sunnybrook Regional Cancer Centre

Cancer Care Ontario, *a provincial agency, is responsible for the development of an integrated cancer control system in Ontario. We advise government on the planning of the cancer system in the province, develop standards related to the delivery of cancer programs, and promote the coordination and effectiveness of services that are provided.*

As part of our mandate, we manage the province's eight regional cancer treatment centres, including Toronto Sunnybrook Regional Cancer Centre. The Centre, a partnership between Sunnybrook & Women's and Cancer Care Ontario, provides a comprehensive cancer control program, and is active in research and education through its full affiliation with the University of Toronto.

HEAD - SURGICAL ONCOLOGY PROGRAM

The Toronto-Sunnybrook Regional Cancer Centre (T-SRCC) is a dynamic multidisciplinary cancer centre staffed by medical, radiation and surgical oncologists as well as hematologists, and is one of the largest cancer centres in North America. The successful candidate will plan, develop and manage the resources required for the Surgical Oncology Program to function efficiently and effectively, assume a leadership role in the development of a research program in surgical oncology, develop and expand education programs in surgical oncology for undergraduate and postgraduate physicians, and participate in the regional development of surgical oncology through CCO Regional-Central East (CCOR-CE) and the Provincial Advisory Committee for Surgical Oncology.

As a surgical oncologist at T-SRCC and Sunnybrook & Women's College Health Sciences Centre (S&W), the appointee will have expertise in one of the already established surgical oncology disciplines in the organization. These include: breast, colorectal, urologic, gynecologic, and head and neck oncology. As such, the appointee must also be appointed in a relevant surgical department. The successful candidate will report to the CEO, T-SRCC (also V-P, Cancer, S&W).

The appointee will possess a Fellowship of the Royal College of Physicians and Surgeons of Canada, in an appropriate oncologic subspecialty, or have an equivalent qualification, and will be eligible for licensure from the College of Physicians and Surgeons of Ontario. Eligibility for academic rank of Associate Professor or higher at the University of Toronto is also required.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. We have an Employment Equity Program that welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities.

Please address applications, including curriculum vitae and names of three referees, by April 30, 2001, to Dr. C. Sawka, Chief Executive Officer, Toronto-Sunnybrook Regional Cancer Centre, Room T2-025, 2075 Bayview Avenue, Toronto, Ontario M4N 3M5. Phone: 416-480-4621; Confidential Fax: 416-480-5202

We would like to thank all who apply, but only those selected for an interview will be contacted. We are an equal opportunity employer.

CANCER CARE ONTARIO · ACTION CANCER ONTARIO

SUNNYBROOK & WOMEN'S
Sunnybrook and Women's College Health Sciences Centre

INSTRUCTOR POSITION GEOGRAPHY PROGRAM FALL 2001

The Geography Program of the University of Northern British Columbia invites applications for a sabbatical replacement position in Human Geography during the Fall 2001 semester. The contract will require the teaching of Social Geography and the Geography of the Circumpolar North. Other teaching interests in the area of human geography will also be considered.

Preference will be given to candidates holding a Ph.D. or close to completion. Teaching experience is preferred.

For more information about UNBC's Geography Program, please see: http://www.unbc.ca/geography.

An application, including statement of interest, curriculum vitae, and the names and addresses of three references (including telephone and fax numbers) may be forwarded to: **Dr. Deborah Poff, Vice President (Academic) & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to **Dr. Kevin Hall, Chair, Geography Program, at (250) 960-5864. Fax: (250) 960-5538. Email: hall@unbc.ca.** Applications received before **March 30, 2001** will receive full consideration, but applications will be accepted until the position is filled.

For more information, visit our Web site: **www.unbc.ca**

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

UNIVERSITÉ YORK UNIVERSITY — Toronto, Canada

Dean, Faculty of Education

Applications and nominations are invited for the position of Dean of the Faculty of Education.

York University's Faculty of Education is committed to intellectual and professional excellence and to community service. It is a dynamic and growing Faculty that enjoys positive relations with school boards and its professional constituencies, as well as with other academic disciplines at the University. The Faculty offers two programs leading to the pre-service. B.Ed. degree – the three or four-year concurrent program for students simultaneously enrolled in other undergraduate Faculties, and the one-year consecutive program for prospective teachers who have already graduated in another discipline.

The Faculty offers graduate programs (masters and doctorate), a deaf education program, and field development (in-service) programs that are offered cooperatively with area school boards. It is also the home of the Centre for the Study of Computers in Education. The Faculty values collaboration and an interdisciplinary orientation to education, as evidenced by its innovative staffing model in which tenure stream faculty work together with educators seconded from school boards and with colleagues from other Faculties across the University. The York campus is ideally situated at the centre of the Greater Toronto Area in an area of culturally diverse urban school settings in which the Faculty has a variety of innovative programs.

The successful candidate for Dean should have significant academic qualifications and university administrative experience, offer the faculty members both intellectual and administrative leadership, and be capable of maintaining the Faculty's positive internal and external relationships. The appointment is for a five-year term, commencing July 1, 2001.

Applications and nominations should be submitted by March 30, 2001 to:

The Secretary
Search Committee for the Dean of the Faculty of Education
200 York Lanes
York University
Toronto, Ontario, Canada M3J 1P3

For many years, York University has had a policy of employment equity, including affirmative action for women faculty. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify.
Canadian citizens and permanent residents will be considered first for this position.

along with a demonstrated record of creative activity, scholarly research and excellence in teaching. The successful candidate will teach core courses in acting, Theatre for Young Audiences, Introduction to Dramatic Arts, as well as, other courses according to programme needs and the Instructor's interest and expertise. The successful candidate must also have the desire and ability to participate in the development and operation of the Division of Dramatic Arts and the Faculty. The Faculty of Fine Arts, housed in the Centre for the Arts with state-of-the-art equipment and facilities, offers degree programs in Music, Art, Drama, and Multimedia within the liberal arts education context and focuses on excellence in teaching and research/creative activity. Founded in 1967, the University is located in southern Alberta, and has an enrolment of more than 6000 students. For more information visit The University of Lethbridge our website: www.uleth.ca. By March 31, submit an application describing all areas of teaching expertise, curriculum vitae, official transcripts, a statement of teaching philosophy, current research program, and samples of recent publications/performances. Also, arrange for three letters of reference from people who can assess teaching and research to be sent by the closing date, March 31, 2001. Send to: Dr. C.J. Skinner, Dean, Faculty of Fine Arts, The University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4, tel: (403) 329-2155; fax: (403) 382-7127; email: skinner@uleth.ca. The University is an equal opportunity employer and offers a non-smoking environment. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF LETHBRIDGE — Faculty of Fine Arts, Division of Theatre and Dramatic Arts, invites applications for a 2 year Term position (10 months) at the Assistant Professor level to teach in the area of Voice and Diction, effective August 1, 2001. A MFA or equivalent graduate degree and teaching experience preferred. The successful candidate will teach core courses in Voice & Diction, Introduction to Dramatic Arts, as well as, other courses according to the programme needs and the instructor's interest and expertise. The successful candidate must also have the desire and ability to participate in the development and operation of the Division of Dramatic Arts and the Faculty. The Faculty of Fine Arts, housed in the Centre for the Arts with state-of-the-art equipment and facilities, offers degree programs in Music, Art, Drama, and Multimedia within the liberal arts education context and focuses on excellence in teaching and research/creative activity. Founded in 1967, the University is located in southern Alberta, and has an enrolment of more than 6000 students. For more information visit The University of Lethbridge website: www.uleth.ca. By March 31, submit an application describing areas of teaching expertise, curriculum vitae, official transcripts, a statement of teaching philosophy, current research program, and samples of recent publications/performances. Also, arrange for three letters of reference to be sent by the closing date, March 31, 2001. Dr. C.J. Skinner, Dean, Faculty of Fine Arts, The University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4, tel: (403) 329-2155; fax: (403) 382-7127, email: skinner@uleth.ca The University is an equal opportunity employer and offers a non-smoking environment. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

FIRE ECOLOGY

UNIVERSITY COLLEGE OF THE CARIBOO — Fire Ecology/Wildlife Management. The University College of the Cariboo seeks an individual to teach as a sabbatical replacement in the Department of Natural Resource Sciences. The successful candidate will be responsible for teaching lectures and seminars in two upper level courses: Fire Ecology & Management, and Wildlife Management. Qualifications: Related PhD or Master's degree; post-secondary teaching experience preferred, fire and/or wildlife management experience preferred; familiarity with the Canadian Forest Fire Danger Rating System an asset. For further information regarding this position, please contact Dr. Gary Hunt at (250) 828-5461 or by email at gahunt@cariboo.bc.ca. Term of appointment: 20 August 2001 to 21 December 2001. Closing date for applications: 15 April 2001. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #00-010 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazell, Human Resources Officer, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC V2C 5N3. We wish to thank all applicants; however, only those under consideration will be contacted.

FORESTRY

UNIVERSITY OF TORONTO — Faculty of Forestry: Applications are invited for a tenure-stream position at Assistant Professor rank in the Faculty of Forestry, University of Toronto. Candidates must have a PhD in wood science, forestry or a related discipline. The successful candidate will work as part of a closely-integrated team dedicated to achieving global prominence in innovative wood product development. Candidates should have specialization in fibre science, wood composites/wood adhesives or wood chemical processing, and additional interests in value-added product development, the environmental impact of wood products, life cycle analysis, and forest and product certification would be advantageous. The University of Toronto is a research-intensive university with an international mandate. Excellent research potential is an essential qualification for this position. The successful candidate will have demonstrated this potential by a strong publication record and must show personal commitment to research, to active acquisition of funding support from granting agencies and innovative industrial groups, and the support of a vigorous group of graduate students. A strong interest in innovative teaching and programme development is also an essential qualification. The Faculty of Forestry is a graduate faculty which has a current enrolment of around one hundred students in three programmes. The MScF and PhD are research degree programmes involving courses and thesis research closely linked to the research interests of individual staff members. The Master of Forest Conservation (MFC) is an intensive 16-month degree programme with strong emphasis on field and practical work both in Canada and abroad. A new programme, Master of Wood Engineering, is currently being introduced in collaboration with the Faculty of Applied Science and Engineering. This programme will involve close interaction with the forest products industry. The successful candidate will be expected to play a major role, both in this new programme, and through teaching and supervision, in the MScF and PhD programmes, with some limited involvement in the MFC programme. The Faculty of Forestry is also responsible for two undergraduate programmes, a BSc in Forest Conservation Science and a BA in Forest Conservation, taught in the Faculty of Arts and Science, and the successful candidate will be expected to make a limited contribution to these programmes. The appointment will be effective July 1st, 2001, or as soon as possible thereafter. Salary will be commensurate with qualifications and experience, and subject to periodic increases in accordance with agreements between the university and the University of Toronto Faculty Association. In accordance with its Employment Equity Policy, the University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities and others who may contribute to further diversification of ideas. Enquiries about the Faculty of Forestry and this position are welcomed; information may also be obtained from our web site at http://www.forestry.utoronto.ca. Canadian citizens and permanent residents will be considered first for this position. Applications accompanied by a detailed curriculum vitae should be submitted by mail or electronically before April 19, 2001. Applicants should also arrange for three referees to send letters of reference at the same time to Professor Rorke Bryan, Dean, Faculty of Forestry, University of Toronto, 33 Willcocks Street, Toronto, ON M5S 3B3 or joan.bunyan@utoronto.ca

FRENCH STUDIES

COLLÈGE MILITAIRE ROYAL OU CANADA — Le département d'études françaises cherche à combler un poste de neuf mois au rang de professeur(e) adjoint(e). Les qualifications requises sont un doctorat (PhD) en littérature québécoise ou dans un domaine connexe, expérience pertinente de l'enseignement, publications récentes et capacité de travailler en équipe. La personne choisie devra enseigner, en français, des cours de premier cycle en littérature québécoise (roman et conte) et des cours de langue et littérature. L'étude des dossiers de candidat(e)s exceptionne(l)(le)s qui sont sur le point de terminer leur thèse de doctorat pourra aussi être considérée. Toute personne intéressée peut obtenir plus de renseignements au sujet du département d'Études françaises en consultant notre page web: www.rmc.ca. Ce poste bilingue requiert la capacité de lire, de comprendre et de communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP). Si aucun(e) des candidat(e)s ne devant se qualifier pour ce poste bilingue, une liste d'admissibilité sera alors dressée pour doter des postes semblables, dont le profil et les exigences linguistiques peuvent varier. L'échelle salariale est en négociation, mais était de $38,975 à $59,785 en 1999 – 2000. Le salaire accordé dépendra de l'expérience et des qualifications du (de la) candidat(e). La personne nommée aura une période de stage. Un curriculum vitae, accompagné de trois lettres de recommandation, doit être envoyé à: Mme Sherry Pottle, Bureau des Ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, C.P. 17000 Succursale Forces, Kingston, ON K7K 7B4, Téléphone: (613) 541-5010 poste 5694, Fax: (613) 541-4496, Courriel: électronique: s.pottle@dnd.ca. La date prévue d'entrée en fonction est le 15 août 2001. La date limite d'acceptation des candidatures est fixée au 1 er avril 2001. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: http://www.cmec.ca/cicid. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes.

ROYAL MILITARY COLLEGE OF CANADA — The Department of French Studies invites applications for a 9-month, limited-term position at the level of Assistant Professor. Area of expertise is Quebec literature. The required qualifications are a PhD in Quebec literature or other relevant area, pertinent teaching experience, a strong publication record and the capacity to work as part of a team. The successful candidate must be prepared to teach in French, undergraduate-level courses on Quebec novels and short stones, language and literature. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD program. For information about the French Studies Department, applicants are invited to consult the RMC web page at www.rmc.ca. This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements. The salary range is under negotiation but was $38,975 to $59,785 for 1999/2000. Starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period. Interested candidates should forward their curriculum vitae including a covering letter and three letters of recommendation to Ms. Sherry Pottle, Civilian Human Resources Office, Canadian Forces Base Kingston, PO Box 17000, Station Forces, Kingston, ON K7K 7B4, Phone: (613) 541-5010, ext 5694, Fax: (613) 541-4496, Email: s.pottle@dnd.ca. The expected starting date for the position is 15 August 2001. The closing date for applications is 1 April 2001. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicid for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.

GASTROENTEROLOGY

UNIVERSITY OF ALBERTA — Division of Gastroenterology, invites applications from outstanding scholars for four professorships at the level of assistant, associate or full professor to commence between July 1, 2001 and July 1, 2002. The Division consists of both full time academic and clinical faculty spread among the four major teaching hospitals in Edmonton. The Division has the full range of endoscopic therapeutic services, excellent clinical facilities, a Royal College-approved resident training program and established research programs in fundamental, clinical and community-based research. Research positions (50% to 100% research protected time) are earmarked for MD and PhD scholars with demonstrated interests in the areas of mucosal immunology and injury and repair, nutrition and metabolism, and basic molecular hepatology. Clinical-research positions (35% to 50% research protected time) are identified for MD scholars with an interest in health outcome and clinical epidemiology, gastrointestinal oncology and gastrointestinal motility function. Additional MD scholars will be recruited with strong clinical gastroenterology and endoscopic backgrounds. These individuals will be expected to have substantial clinical teaching attributes. The University of Alberta is one of the major research universities in Canada with over 30,000 students, research funding over $170 million yearly, and more than 400 distinct research laboratories. Edmonton, with metro population of about one million, is the cosmopolitan capital of Alberta and is famous for its verdant river valley, vibrant festivals, outstanding cultural facilities and groups, the success of its professional and amateur athletes and teams, its average of 12.3 hours daily of sunshine and the lowest taxes

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Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

BRANDON UNIVERSITY
Founded 1899

"Something Special"

The **Faculty of Arts**, Department of Classical and Modern Languages invites applications for a full-time tenure track appointment in **French** (subject to budget approval). The preferred qualification for the position is a Ph.D., however candidates near completion are encouraged to apply. The successful candidate's area of specialization will be French literature (Medieval to 18th Century), and demonstrated teaching excellence in both language and literature are preferred. Experience with Computer-assisted Language Learning and the communicative experiential approach is desirable. The ability to teach an additional language at the undergraduate level will be considered an asset. Applications, including a letter of interest, a curriculum vitae providing evidence of teaching and research excellence, and names of three referees, should be sent to Dr. Scott Grills, Dean, Faculty of Arts.

The **School of Music** invites applications for a full-time tenure-track appointment in **Instrumental Music Education/Clarinet** (subject to budget approval). Primary responsibilities include teaching instrumental music education courses at the undergraduate and graduate levels, supervising student teachers and teaching applied clarinet. Additional duties will depend on the successful candidate's background and interest, although expertise in instrumental conducting or music technology would be a definite asset. The successful candidate will be expected to develop and maintain a prominent provincial and national profile in instrumental music education. A doctorate (preferably in Music Education) and evidence of successful teaching at the university and/or public school level are required. Applications, including a letter of interest, a curriculum vitae including a CD, VHS or DAT, and names of three referees, should be sent to Dr. Glen Carruthers, Dean, School of Music.

The **Faculty of Science**, Department of **Chemistry** invites applications for a full-time tenure-track appointment (subject to budget approval). A Ph.D. in Chemistry, with strong academic preparation in synthetic organic chemistry and modern instrumental techniques is required. The successful applicant will be required to provide undergraduate instruction in the areas of organic chemistry, spectroscopy and instrumental analysis. The development of an active research program in a small university setting is expected. The Department is equipped with GC and HPLC Systems and AA, IR, NMR and UV spectrometers. Applications, including a letter of interest, a curriculum vitae, and names of three referees, should be sent to Dr. Janet S. Wright, Dean, Faculty of Science.

Contact:
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9

For more information visit:
www.brandonu.ca

Application deadline is March 30, 2001 or until positions are filled. Rank and salary commensurate with qualifications and experience. Starting date is August 1, 2001.

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

University of Alberta
Edmonton

Director, Devonian Botanic Garden

Applications are invited for the position of Director, University of Alberta Devonian Botanic Garden in the Faculty of Agriculture, Forestry and Home Economics. The Director is responsible for scientific and educational programming, public relations, visitor services, facilities maintenance and development, and overall effective administration of the Garden. The Garden (www.discoveredmonton.com/devonian) (founded in 1959) has collections and teaching, research and visitor facilities that occupy 90 acres, including the Kurimoto Japanese Garden and four display houses plus another 100 acres of natural area. In addition to numerous specialized collections of living plants the Garden maintains an internationally recognized microfungus collection and herbarium.

The Garden has an annual budget of approximately $1.5 million. There are 11 full-time staff members, including 4 academic positions, up to 32 seasonal employees and 150 volunteers. Over 40,000 visitors annually enjoy the Garden's displays, special events and educational programs.

The successful candidate will have a PhD and a strong scientific background in horticulture, plant or environmental biology, biodiversity conservation or a related area, and will bring vision, leadership, and strong administrative and management skills to the position. Excellent interpersonal skills and an ability to work collegially with staff and volunteers, including the Friends of the Garden and the Crafters Association, are essential. Responsibilities will include strengthening alliances with other horticultural organizations and institutions in Alberta and beyond, including technical and community colleges and businesses.

The Director will develop an annual business plan based on a new 10-year Strategic Plan and guide the development of a number of new initiatives, e.g., Prairie Northern Plant Diversity Centre and a fundraising campaign for construction of a new visitor's center and laboratories. As well, the Director will work to strengthen ties between the academic and non-academic staff and volunteers at the Garden and other teaching and research units on campus in the Faculty of Agriculture, Forestry, and Home Economics and the Department of Biological Sciences in the Faculty of Science. The Director will hold an academic appointment and is expected to maintain an active research program, supervise graduate students and participate in undergraduate teaching.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Letters of application, including a curriculum vitae and the names of three referees should be sent to:

Dr. Ian Morrison, Dean
Faculty of Agriculture, Forestry and Home Economics
University of Alberta
Edmonton, Alberta T6G 2P5

Selection will commence March 30, 2001 with the expected appointment date to be July or September 2001.

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

Laurentian University Université Laurentienne

Laurentian University is a bilingual institution and an equal opportunity employer. It has a policy of passive bilingualism (English/French) as a condition of tenure. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. All positions are subject to budgetary approval.

Conformément à la politique du bilinguisme de l'Université Laurentienne, le bilinguisme passif (français/anglais) est une condition d'obtention de la permanence. L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et encourage toutes les personnes qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leurs candidatures. Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens et citoyennes canadiens ainsi qu'aux résidents et résidentes permanents. Les postes seront comblés sous réserve de l'approbation budgétaire

Biology

The Department of Biology invites applications for a tenure-track position, at the Assistant professor level. Candidates should have a PhD and teaching interests in the areas of whole-plan physiology, ecophysiology, and environmental biology. The appointee is expected to develop a strong programme of research in his/her field of plant physiology that reflects the location and focus of the department (see web page at: http://www.laurentian.ca/www/biology/index.html) The language of instruction is English. The appointment will begin July 1, 2001.

The Department of Biology invites applications for a tenure-track position, at the Assistant professor level. Candidates should have a PhD and teaching and research interests in the area of freshwater biology with emphasis in invertebrate zoology. The appointee will be expected to develop a strong programme of research in his/her field that reflects the location and focus of the department (see web page at: http://www.laurentian.ca/www/biology/index.html). The language of instruction is English. The appointment will begin July 1, 2001.

Interested applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: **Dr. V. Clulow, Chair, Department of Biology, Laurentian University, Ramsey Lake Road, Sudbury, Ontario P3E 2C6** Tel: 705-675-1151; Fax 705-675-4859 e-mail: fvclulow@nickel.laurentian.ca.

Engineering

Located in Sudbury, at the centre of Ontario's mining and extractive metallurgical industry, Laurentian University has a well established School of Engineering which offers accredited undergraduate programmes in Mining Engineering and Extractive Metallurgical Engineering, including co-operative education options, and OCGS approved graduate programmes in Mineral Resource Engineering. Expansion of a partial programme in chemical engineering is also planned and applicants for a tenure track faculty position are invited from candidates with expertise in modern chemical process engineering. Teaching responsibilities will commence at the undergraduate and graduate levels, in the 2001-2002 academic year. Research activity will also be expected in areas relating to environmentally safe and cost effective processing of natural resources to complement existing dynamic programmes in mineral processing; chemical metallurgy, waste processing and disposal. Candidates should possess a baccalaureate degree in chemical engineering and a doctoral degree in chemical engineering, or a closely allied discipline, and be registered as a Professional Engineer in Ontario, or eligible for registration. Please submit an application, with complete Curriculum Vitae and the names and addresses of three referees to: **Dr. Paul Lindon, Director, School of Engineering, Laurentian University, Ramsey Lake Road, Sudbury, Ontario P3E 2C6,** Tel: 705-675-1151 ext. 2244; Fax: 705-675-4862, e-mail: plindon@nickel.laurentian.ca

Mathematics & Computer Science

The Department of Mathematics and Computer Sciences at Laurentian University invites applications for a tenure-track position in Mathematics at the Assistant Professor level to begin July 1, 2001. Candidates should have a PhD in Mathematics and a proven research record or evidence of research potential. Candidates from all specializations of Mathematics are encouraged to apply, however preference will be given to analysis, probability, statistics and number theory. The candidate must be able to teach in French and in English. To ensure full consideration, applications should be submitted before March 2001. Applicants should forward a curriculum vitae and arrange for three letters of reference to be sent directly by referees to: **Dr. Les Davison, Chair, Department of Mathematics and Computer Science, Laurentian University, Ramsey Lake Road, Sudbury, Ontario, Canada, P3E 2C6** or by electronic mail to les@cs.laurentian.ca. Our department web address is www.cs.laurentian.ca.

Sciences de l'activité physique

L'École sollicite des candidatures à un poste d'une durée limitée d'une année avec la possibilité que le poste devienne un poste menant à la permanence, disponible à compter du 1 juillet 2001. Exigences: le (la) candidat (e) doit détenir un PhD et être capable d'établir un programme de recherche dans son domaine. Le (la) candidat (e) sélectionné (e) devra enseigner en français les cours suivants: biomecanique I, traumatologie, ergonomie, une activite physique et les colloques. Curriculum vitae, copies des publications et les noms de trois références doivent être envoyés au **Dr. Michel Guay, Président du Comité des affaires francophones, Université Laurentienne, Sudbury, Ontario P3E 2C6**

Sports Administration

The School of Sports Administration invites applications for a tenure track appointment to begin July 1, 2001. Applicants must have a doctorate in the area of sports management. In addition to teaching in the undergraduate program, the successful applicant will participate in the development of on-line graduate courses. Teaching duties for this position will be in English. The Sports Administration program has a limited enrolment policy of fifty students in first year and confers an Honours Bachelor of Commerce degree in Sports Administration. Please submit a letter of application, a complete curriculum vitae and the names, addresses, and phone numbers of three referees to: **Dr. C.E. (Kit) Lefroy, Acting Director, School of Sports Administration, Laurentian University, Ramsey Lake Road, Sudbury, Ontario, P3E 2C6.**

Social Work

The School of Social Work is seeking candidates for a tenure track appointment with the English stream. The successful candidate will be expected to teach at the undergraduate and graduate levels, conduct scholarly research and do field work supervision. PhD or equivalent preferred. A proven publication record or demonstration of the capacity to conduct scholarly research is required. Preferences will be given to candidates with research practice experience in social work. Experience with northern and/or aboriginal communities would be an asset. A demonstrated capacity for team work and collaboration is essential. Interested applicants should forward a curriculum vitae to **Michel-André Beauvolsk, Director, School of Social Work, Laurentian University, Ramsey Lake Road, Sudbury, Ontario, P3E 2C6.**

Psychology

Laurentian University: The Department of Psychology is seeking to fill two tenure-track positions of which one is for a bilingual candidate and one sessional position at the Assistant Professor level to begin July 1, 2001. For the first position, candidates with expertise in an area of applied psychology (Industrial, Sports, Health, or Ergonomics) are encouraged to apply. For the second position, candidates with a specialization in Behavioural or Human Cognitive Neuroscience are sought. The candidate for the Neuroscience position will be expected to teach primarily in French. For the sessional position; the successful applicant would be expected to teach some combination of the following courses: Introduction to Psychology, Motivation, Emotion, Learning, and/or a suitable course depending on the candidate's qualifications. Candidates should have a PhD or be near completion. We are seeking individuals committed to excellence in undergraduate teaching and to scholarly activity. Opportunity exists to participate in a Master's program in Human Development. Send applications, a curriculum vitae, sample publications, and three letters of reference to: **Dr. Elizabeth Levin, Psychology Department, Laurentian University, Sudbury, Ontario, P3E 2C6.** Competition deadline: **February 28th, 2001.** In accordance with the University's Policy on Bilingualism, Laurentian has a requirement of passive bilingualism (French/English) as a condition of tenure. Laurentian is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Psychologie

Université Laurentienne: Le departement de psychologie cherche à combler un poste menant à la permanence au rang de professeur adjoint pour le 1er juillet 2001. On sollicite les candidatures de candidats bilingues spécialisés en Neuroscience cognitive comportementale. L'enseignement sera principalement en français. Les candidats doivent détenir un doctorat, ou être en voie de le terminer. Ce poste est décrit aussi dans l'annonce anglaise. Nous cherchons des personnes poursuivant l'excellence dans l'enseignement de premier cycle et en recherche. Il est possible de participer à un programme de maîtrise en développement humain. Les personnes intéressées doivent faire parvenir leur candidature accompagnée d'un curriculum vitae et des noms et adresses de trois répondants à: **Dr. Elizabeth Levin, Directrice, Département de psychologie, Université Laurentienne, Sudbury, Ontario, P3E 2C6.** Les candidatures devront être reçues au plus tard le **28 février 2001.** Conformément à la politique de bilinguisme de l'université, le bilinguisme passif (français / anglais) est une condition pour obtenir la permanence. L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et encourage toutes les personnes qualifiées, y compris les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leurs candidatures. Conformément aux règles de l'immigration canadienne, cette offre s'adresse d'abord aux personnes de citoyenneté canadienne et aux personnes domiciliées en permanence au Canada.

Physics & Astronomy

The Department of Physics and Astronomy at Laurentian University invites applications for a tenure-track position, at the Assistant or Associate Professor level. The appointment will begin July 1, 2001. Applicants should hold a PhD in physics with preference being given to candidates with at least two years of relevant postdoctoral or equivalent experience. Successful candidates will be expected to teach at the undergraduate and graduate level and to conduct research in a field related to the department's specialties. These include neutrino astrophysics and trace radioisotope research at the nearby Sudbury Neutrino Observatory, medical or biomedical physics possibly in collaboration with the North Eastern Ontario Regional Cancer Centre, laser trapping for micro machine applications, optical fiber sensor development and material characterization by acoustical methods. The department has an M.Sc. graduate program, and a biomedical physics undergraduate program specialization in addition to general and honours physics degree programs. Although bilingual capability is not required for this position, the university's policy on bilingualism requires passive bilingualism (English/French) as a condition of tenure. Applications will be accepted until the position has been filled. Applications should send a curriculum vitae, and should arrange to have three letters of reference sent to: **Chair of Search Committee, Department of Physics and Astronomy, Laurentian University, Sudbury, Ontario P3E 2C6.** Fax: (705) 675-4868; e-mail: ccroy@nickel.laurentian.ca.

in the country. Salary will be commensurate with experience and qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. To apply for any position, forward by July 31, 2001 a letter of application, an up-to-date curriculum vitae, and the names and address of three referees to: Dr. Richard N. Fedorak, Director, Division of Gastroenterology, 519 Newton Research Building, 11315-87 Avenue, Edmonton, Alberta, Canada, T6G 2C2. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

GEOGRAPHY & ENVIRONMENTAL STUDIES

WILFRID LAURIER UNIVERSITY — The Department of Geography and Environmental Studies invites applications for a tenure-track appointment at the rank of Assistant Professor, effective January 1, 2002, subject to budgetary approval. The department seeks a candidate to help implement an anticipated new Honours program in Geography and Geomatics which incorporates our existing skills in spatial statistics, cartography, tracing human activity-travel patterns, geomatics education, computational geomorphology, and geographic animation. The candidate will have an opportunity to take a leadership role in implementing this program and will assist in developing innovative applications in any of the areas of departmental specialization. The candidate should possess fundamental knowledge and skills of mapping and GIS software, spatial data, and data exploration and visualization. The candidate will teach both graduate and undergraduate courses. Candidates should possess a PhD at the time of appointment and demonstrate a clear promise of excellence in research, effectiveness in teaching, and a willingness to direct graduate research. Applicants should send a curriculum vitae, a short statement of research and teaching interests, up to three selected reprints, and the names and e-mail addresses of three referees to: Professor B. Sharpe, Chair, Department of Geography and Environmental Studies, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. The closing date for applications and supporting materials is May 18, 2001, but further applications will be considered until the position is filled. Applicants can learn more about the Department and current faculty interests at http://www.wlu.ca/~wwwgeog/. Canadian citizens and permanent residents will be considered first for this position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

GEOLOGY

UNIVERSITY OF NEW BRUNSWICK — The Department of Geology invites applications for a tenure track position as Assistant Professor in Igneous Petrology effective July 1, 2001. The successful candidate will possess a PhD with demonstrated research and teaching records. The successful applicant will be expected to develop a self-sustained research program. All aspects of igneous petrology will be given consideration. Research facilities include electron microprobe, analytical SEM and TEM, XRD, ICP-OES, CL, fluid inclusion microscopy and an excellent in-house thin sectioning workshop. Related research activities within the Department include tectonics, ore genesis and mineral exploration, high-temperature mineral solubility studies, hydrogeology, GIS-lab and Planetary & Space Science Centre. Interested persons should submit a letter of application, current curriculum vitae with names, addresses (including email) and telephone numbers of three (3) references to: Dr. Joseph C. White, Chair, Department of Geology, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3 Canada. Email submissions to geology@unb.ca followed by hard copies are welcomed. This competition will close March 31, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

HEALTH SCIENCE

UNIVERSITY OF ALBERTA — The Department of Public Health Sciences, Faculty of Medicine and Dentistry, is offering a full-time soft-tenure track position in Environmental Health Sciences. The position will be at the Assistant Professor level, rank and salary to commensurate with experience. A comprehensive package is included. Applicants must have a PhD in Environmental/Analytical Chemistry, Molecular Biology or closely related area. Relevant postdoctoral or industrial experience is required. Experience in bioanalytical chemistry and knowledge in cell culture, biotransformation of environmental contaminants, and gene-environment interactions are valuable. The successful candidate will be expected to establish an externally funded, competitive research program that complements the research interests of the current members in the Environmental Health Sciences Program, commit to teaching and the supervision of Masters and PhD students, and apply for applicable salary awards. The Department of Public Health Sciences offers MPH (course-based) and MPH (thesis-based) degree programs, an MSc (Occupational Health), and both an MSc and PhD Medical Sciences (Public Health Sciences) in the areas of Environmental Health Sciences, Epidemiology and Population Health. The Department offers a postgraduate medical education program in Occupational Medicine accredited by the Royal College of Physicians and Surgeons of Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Deadline for applications is March 30, 2001. Curriculum vitae citing three references are to be sent to: Dr. Steve Hrudey, Professor and Associate Chair, Environmental Health Program, Department of Public Health Sciences, University of Alberta, 13-103 Clinical Sciences Building, Edmonton, Alberta, T6G 2G3. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

HISTOIRE ET PÉDAGOGIE

UNIVERSITÉ SAINTE-ANNE — Histoire et pédagogie. L'Université Sainte-Anne, seule université d'expression française en Nouvelle-Écosse, offre des diplômes en arts et lettres, en sciences de l'éducation, en administration des affaires, en sciences ainsi que des programmes d'immersion en français langue seconde. L'Université sollicite présentement des candidatures pour combler les postes suivant: Histoire. a) 1 poste d'enseignement au premier cycle, pouvant mener à la permanence, en histoire de l'Europe occidentale du Moyen Âge au 19e siècle b) 1 poste d'enseignement au premier cycle, à terme fixe mais pouvant s'étendre jusqu'à 2 ou 3 ans, en histoire du Canada avec spécialisation dans le domaine de l'Acadie, des provinces Maritimes, et possiblement autres régions du Canada. Le candidat pourra être appelé à enseigner un cours d'introduction en histoire des États-Unis. Exigences. Détenir, ou être sur le point de terminer, un doctorat dans la discipline appropriée et posseder de l'expérience en enseignement et recherche universitaires. La maîtrise de la langue française, tant à l'oral qu'à l'écrit, est essentielle. Sans être obligatoire, le critère d'expérience de travail en milieu minoritaire pourra être pris en compte lors de l'étude des dossiers des candidats. Pédagogie. a) 1 poste au niveau du deuxième cycle, pouvant mener à la permanence, en enseignement du français langue seconde. Exigences. Détenir un doctorat en didactique du français langue seconde avec une expérience de l'enseignement universitaire et/ou de l'enseignement dans un programme de développement professionel des enseignants. Le candidat devrait être en mesure de développer plusieurs cours en didactique du français langue seconde et de superviser des étudiants du niveau de la maîtrise. b) 1 poste au niveau du premier cycle, à terme fixe, en enseignement du français langue seconde. Exigences. Détenir, ou être sur le point de terminer, un doctorat en didactique du français langue seconde et posséder une expertise en didactique générale. Une expérience d'enseignement du français langue seconde dans les écoles et une expérience d'enseignement universitaire sont également demandées. Le candidat devrait démontrer une capacité d'adaptation à de nouveaux cours hors du champ de spécialisation selon les besoins du département. Rémunération: Selon la convention collective en vigueur. Entrée en fonction: le 1er juillet 2001. Mise en candidature: Les personnes intéressées sont priées de faire parvenir leur curriculum vitae avant le 2 avril 2001 à: Neil J. Boucher, PhD, vice-recteur à l'Enseignement et à la Recherche, Université Sainte-Anne, Pointe-de-l'Église, Nouvelle-Écosse, B0W 1M0, (902) 769-2114, poste 307; (902) 769-3120 (télécopie); nboucher@uxtanne.ednet.ns.ca

HISTORY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Department of History. Assistant Professor (Tenure Track) in Medieval History Applications are invited for a full-time tenure-track position at the rank of Assistant Professor to commence September 1, 2001. An ability to teach early modern history would also be an asset. The successful candidate will be expected to conduct research, supervise honours and graduate students and participate in the University's Medieval Studies programme. Applicants are expected to have teaching experience and a completed PhD at the time of appointment. The closing date for the application is March 30, 2001. Salary will be determined according to qualifications and experience, as stipulated by the collective agreement. The position is subject to budgetary approval. Applicants should mail or fax their curriculum vitae, a teaching dossier, and two examples of written work as well as the names and addresses of three referees, to: Dr. Linda Kealey, Head, Department of History, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1C 5S7, Fax. (709) 737-2164, Electronic Mail: lkealey@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please see our website: www.mun.ca

UNIVERSITY OF TORONTO at Mississauga, Erindale College — Department of History. Applications are invited for a two year contractually limited appointment at the rank of Assistant Professor, in Ibero-American History, with a possibility of renewal. Qualifications: completed PhD; specialization in Ibero-American History. Applications are welcomed from candidates who demonstrate strong competence in undergraduate teaching. Salary commensurate with experience and qualifications. Applications, including curriculum vitae, teaching dossier, and publications, should be sent to Prof. Jan Noel, Department of History, University of Toronto at Mississauga, 3359 Mississauga Road North, Mississauga, Ontario L5L 1C6. Send three letters of reference and graduate transcripts directly to the department as soon as possible. Appointment commences July 1, 2001. Applications arriving after March 31, 2001 may be too late. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas.

HISTORY OF SCIENCE

UNIVERSITY OF TORONTO — Postdoctoral Fellowship in the History of Mathematics at the Institute for the History and Philosophy of Science and Technology of the University of Toronto. Recent PhD's as well as students completing doctorates in the history of mathematics and mathematical science are encouraged to apply for the Kenneth O. May Fellowship for 2001 – 02. The successful candidate is expected to contribute to and participate in the intellectual life of the Institute. The period of tenure of the award is twelve months, for a grant of $36,000 CAD for 12 months, beginning September 1, 2001. Send C.V., letters from two references and a brief description of proposed research before April 30, 2001 to Prof. Craig Fraser, IHPST, Victoria College, 73 Queen's Park Crescent East, University of Toronto, Toronto, Ontario, Canada M5S 1K7.

HUMANITIES

UNIVERSITY OF KING'S COLLEGE — invites applications for the position of Teaching Fellow in the Foundation Year Programme (one-year sessional contract beginning 1 July, 2001 with possibility of two renewals). Duties include teaching and marking responsibilities in an interdisciplinary programme for first-year students which considers Western thought and culture (including literature, history, philosophy, religion and art) from ancient Greece to the present; approximately six hours a week of classes plus eight hours attendance at lectures. All candidates will have an MA or equivalent in some area of humanities or social sciences as a minimum. The position is subject to enrollment. Salary: approximately $23,497 to $27,693 (2000 – 2001). Applications, including a curriculum vitae and three letters of reference, should be sent to Dr. Stephen Boos, Director, Foundation Year Programme, University of King's College, Halifax, Nova Scotia B3H 2A1. Closing date for applications: 23 April 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer.

INFORMATION SYSTEMS

UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track appointment at the Assistant or Associate Professor level in Information Systems, commencing between May 1 and September 1, 2001. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in the area of information systems. Applicants' research interests should be compatible with those of the present faculty, which range from information systems, to management of technology, to applied operations research. Applicants can learn more about faculty interests at http://www.mansci.uwaterloo.ca/faculty.html, and about the Department at http://www.mansci.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, CANADA N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca; fax: 519-746-7252).

INFORMATION TECHNOLOGY

YORK UNIVERSITY — As part of a university-wide initiative in information technology, the Atkinson Faculty of Liberal and Professional Studies, York University's second largest Faculty, invites applications for two Faculty positions in the ITEC Program in the School of Analytic Studies and Information Technology. Both appointments are to commence July 1, 2001. One of the positions will be a tenure-track position at the level of assistant professor, while the second position will be a contractually limited appointment at the assistant professor or lecturer level. Both positions are subject to final budgetary approval. Atkinson's ITEC comprises a series of interdisciplinary degree programs which combine information technology with studies in fields such as IT and social issues, health informatics, professional writing and administrative studies. The common core of these programs has been agreed upon among the three York Faculties involved in the development of the programs (Arts, Atkinson and Glendon), which work in concert with one another. Applicants should have a PhD and a strong record of teaching and research related to information technology. Applicants with research interests in one or more of the following areas are especially encouraged to apply: systems analysis and design; software systems, information management; networking and communications, databases; e-commerce technologies. Enquiries and applications, with curriculum vitae, should be sent to: Dr. R.I. Campeanu, ITEC Search Coordinator, ITEC/Atkinson, York University, 4700 Keele Street, Toronto, ON M3J 1P3 (E-mail: campeanu@yorku.ca). More information on the programs can be found at <http://www.yorku.ca/sasit/itec>. Applicants must also arrange for three letters of reference to be sent to this same address. At least one of the letters should address teaching. A review of applications will begin March 15, 2001 and continue until these positions are filled. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. Canadian citizens and permanent residents will be considered first for these positions.

ITALIAN

UNIVERSITY OF MANITOBA — The Department of French, Spanish and Italian, subject to final budgetary approval, invites applications for a one-year contingent term position at the rank of Instructor I in Italian language and literature. The appointment will be for the period from September 1, 2001 to August 31, 2002. The Department of French, Spanish and Italian at the University of Manitoba offers a minor in Italian consisting of three six credit hour courses at the 100, 200 and 300 levels. The successful applicant will have a record of successful teaching in Italian. Minimum of an MA (or equivalent) is required. The successful applicant will be asked to teach three full courses for the Italian minor at 100, 200 and 300 levels. Salary will be commensurate with qualifications and experience, but is intended to be near the floor for this rank, which is $33,032 (under review). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities in accordance with Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A letter of application, curriculum vitae, three letters of reference, and evidence of successful teaching should be sent to the Head, Department of French, Spanish and Italian, University of Manitoba, Winnipeg, Manitoba R3T 5V5. The deadline for receipt of applications is March 31, 2001.

KINESIOLOGY

UNIVERSITY OF NEW BRUNSWICK — The Faculty of Kinesiology is seeking an outstanding scholar for a tenure track position, at the Associate Professor or Assistant Professor level, with a specialty in Exercise Physiology. The Faculty of Kinesiology is an interdisciplinary unit, with expertise ranging across the spectrum of the study of human movement, from the humanities and social sciences, through recreation, sport management and outdoor recreation, to the biological, biochemical and physical sciences. The Faculty is aggressively positioning itself as a centre of scholarship and research in the fields of Exercise Science and Health and Wellness in the Atlantic Region. It has embarked on an active recruiting process to create an enthusiastic cadre of teachers/researchers in the Exercise and Sport Sciences. It is striving to support the work of these scholars in their own specialities and also to encourage the development of collaborative research and contract work with other members of the Faculty as well as with members of other university and extra-university units, such as the Institute of Biomedical Engineering, the Canadian Research Institute for Social Policy, the Faculty of Nursing and the Dr. Everett Chalmers Regional Hospital. In response to growing graduate and undergraduate enrolments, the Faculty is continuing to refine its academic program, with the degrees of Bachelor of Science in Kinesiology and Master of Science in Exercise/Sport Science. Further information about the Faculty can be found at http://www.unb.ca/Kinesiology. The Faculty is looking for a scholar with an expertise in Exercise Physiology, with a specific focus in one or more of the following areas: the physiology of health and aging, neurophysiology, muscle physiology, clinical physiology, workplace/occupational physiology. An interest in special populations would be particularly welcomed. A PhD is required, together with evidence of a well-developed research program. Duties will include research, teaching at the undergraduate and graduate levels, and the supervision of graduate students. Successful candidates will be expected to compete for research grants and contracts to support their research program and their graduate students. Applicants should submit a covering letter of application, a curriculum vitae and three letters of reference to Dr. Christopher Stevenson (as below). Applications will be accepted until the position is filled, however, the intention is to produce a preliminary short list for interviews by March 15th, 2001. Dr. Christopher L. Stevenson, Dean, Faculty of Kinesiology, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, E3B 5A3, Phone: (506) 453-4576, Fax (506) 447-3058, E-mail: ds@unb.ca. The University of New Brunswick (est. 1785) has an enrolment of 8,000 full-time students and offers a full range of undergraduate and graduate programs in ten faculties. It is a picturesque, mid-sized campus of red brick buildings nestled in the St. John River Valley surrounded by the capital city of Fredericton (pop. 50,000). The mix of established tradition, academic excellence, social, cultural and recreational opportunities, high-tech infrastructure, coupled with a small town feeling of community makes both Fredericton and UNB enjoyable places to live, work and play. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF WINDSOR — invites applications for a two-year limited-term faculty position in the Faculty of Human Kinetics in the area of Kinesiology at the rank of lecturer or assistant professor commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/faculty positions. Contact Dr. R. Bouchet, Head, Department of Kinesiology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, ext. 2430; Fax. 519-973-7056, Email: bouche4@uwindsor.ca.

LEISURE STUDIES

BROCK UNIVERSITY — The Department of Recreation and Leisure Studies invites applications for a tenure track (probationary) position at the assistant professor level effective July 1, 2001. Candidates should have a Doctorate in outdoor recreation or recreation and leisure studies or a related field. Preference will be given to those candidates who teach and conduct research in the area of interpretation, outdoor education or adventure recreation. A letter of application, a curriculum vitae, and the names of three referees should be submitted to Dr. David Fennell, Chair, Department of Recreation and Leisure Studies, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications is March 30, 2001. This position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.Brock.ca

BROCK UNIVERSITY — The Department of Recreation and Leisure Studies invites applications for a tenure track (probationary) position at the assistant professor level effective July 1, 2001. Candidates should have a Doctorate in tourism and hospitality or recreation and leisure studies or a related field. Preference will be given to those candidates who teach and conduct research in the area of tourism management, tourism planning and development, heritage tourism, tourism economics, and/or anthropology/psychology/sociology of tourism. Work experience in the tourism industry would be an

Research Scientist and University Faculty Position

Applications are invited for a position as Research Scientist in Experimental Oncology at the Cross Cancer Institute (CCI) and as a faculty member at an academic level commensurate with the applicant's experience in the Division of Experimental Oncology in the Department of Oncology at the University of Alberta (U of A). The CCI, operated by the Alberta Cancer Board (ACB) and affiliated with the U of A, is the comprehensive cancer treatment and research facility serving Edmonton and Northern Alberta. The U of A Department of Oncology is based at the CCI and has six Divisions: Experimental Oncology, Medical Oncology, Medical Physics, Palliative Medicine, Radiation Oncology, and Surgical Oncology.

Applicants require a PhD and/or M.D. and must have an established research program, or have demonstrated outstanding potential to develop a research program, in cellular and molecular biology in an area related to cancer. Areas of particular interest are molecular pathology, gene therapy, signal transduction, cell differentiation and tumor suppressor genes. The successful candidate will devote approximately 75% of time to research and will be expected to apply for career and establishment funding from provincial and national agencies. The initial appointment will be for a four-year term and remuneration will be in accord with the U of A salary scale. Laboratory and office space will be in the 40,000 ft^2 research wing of the CCI with access to excellent multiuser facilities, including flow cytometry, confocal and video imaging microscopy, automated DNA sequencing, protein isolation, recombinant DNA technology, microarray technology, ACB Provincial Proteomics and Genomics Initiative and small animal experimentation. Information on the research programs of Experimental Oncology can be found at the Department of Oncology's website (http://www.ualberta.ca/~oncology).

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada although others are encouraged to apply. The CCI is a smoke-free workplace. Applicants should submit their curriculum vitae, a synopsis of previous and proposed research and list of three referees, to:

Experimental Oncology Search Committee
c/o Dr. David Murray, Director
Division of Experimental Oncology
Cross Cancer Institute
11560 University Avenue
Edmonton, Alberta, T6G 1Z2

Application will be reviewed as received until an appointment is made.

Alberta Cancer Board
Edmonton, Alberta

DEAN, FACULTY OF EDUCATION

The University of Victoria

The University of Victoria, one of Canada's leading universities, has earned a reputation for innovation and engagement in the critical issues of our times. Serving approximately 17,500 students (including 2,000 graduate students) and nearly 3,400 academic and support staff, the University of Victoria is located on Canada's spectacular west coast in the capital of British Columbia. UVic is known for outstanding scholarship and education and, in particular, for the largest co-op education program in Western Canada. For more information, please consult www.uvic.ca.

Within this context, the Faculty of Education is committed to the development of professionals in a broad spectrum of educational circumstances inside and outside the public school setting. It seeks to become a national leader in its respective fields and provide a model for international programs. The Faculty of Education comprises the Department of Curriculum and Instruction, the Department of Educational Psychology and Leadership Studies and the School of Physical Education. The Faculty has 70 faculty members and 130 academic and support staff. Over 200 teachers in the school system support Faculty programs. For more information please see www.educ.uvic.ca.

The Dean of Education will provide leadership and overall strategic direction for the academic and business affairs of the Faculty. The Dean will also articulate and mobilize distinctive directions for the Faculty, build on underlying strengths and create a culture of excitement and innovation.

The successful candidate will be an energetic and creative leader, an effective administrator and exemplary educator committed to scholarship, collegiality and diversity. With stature to warrant an academic appointment in the Faculty, the ideal candidate will have an outstanding record of research and publication.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal people.

Should you want to learn more about this unique leadership opportunity, call Libby Dybikowski or Kanya Adam at (604) 913-7768 or forward your CV and the names of three referees to Provence Consulting, Suite 202 - 1555 Marine Drive, West Vancouver, BC V7V 1H9. Fax: (604) 913-8356, e-mail: search@provenceconsulting.com
We will communicate with all who express interest.

Provence consulting inc.

McGill

The Faculty of Music has received a $6.5 million grant from the Canada Foundation for Innovation, the Quebec Government, and private sources in support of the infrastructure for a Centre for Interdisciplinary Research in Music Media and Technology (CIRMMT) which is presently in the process of being established. The Centre will be a world-class facility for innovative research in music and music technology, and is part of a planned $41 million Faculty of Music building expansion project. Members will be drawn from the Faculties of Engineering, Medicine, and Science as well as from the Faculty of Music. McGill is currently a leader in real-time multi-channel transmission of sound over high-speed networks, advanced applications in digital signal processing, and interactive performance.

Assistant/Associate Professors in Music Media & Technology
Faculty of Music

The Department of Theory, Faculty of Music, is planning to create a series of tenure-track positions in Music Media and Technology at the rank of Assistant or Associate Professor. The Department is seeking people with a background in both music and audio who would contribute to the ongoing development and expansion of a PhD program in this field. Applicants should hold a PhD but those close to completion are encouraged to apply. Preference will be given to applicants whose research specialization is in (a) network distribution of music and/or multi-channel audio; (b) musical data structures; (c) interactive performance and/or haptic devices; (d) network-based multimedia. An active research profile is required. Teaching duties will entail the teaching of undergraduate courses and graduate seminars, and the supervision of Master's and Doctoral students in music technology. Interested parties should submit a curriculum vitae and statement of current research to the address below.

Executive Director of Technical Services
McGill Recording Studios & Laboratories

The position entails responsibility for management, technical development, and maintenance of studios and laboratories in the Centre for Interdisciplinary Research in Music Media and Technology (CIRMMT). The candidate must have a strong background in digital audio, video, and network technologies, sound recording, audio production and post-production, and electrical and computer engineering, along with proven experience in designing advanced sound recording systems, designing and implementing networked production and research facilities, and maintaining a large variety of sophisticated audio, video, and computer hardware and software in a state-of-the-art music production and research centre. Management and leadership skills, the ability to work independently, researching and developing concepts and providing technical solutions, and the ability to work as a member of a team are all essential. International exposure, experience, and recognition are highly valued. The Executive Director will be under the direct supervision of the Directors of the CIRMMT and McGill Recording Studios and Laboratories, but will also be working with architects, acousticians, engineers, contractors, and university administrators. Interested parties should submit a curriculum vitae including a description of relevant projects to the address below.

Prof. Wieslaw Woszczyk, Chair
Department of Theory, Faculty of Music
McGill University
555 Sherbrooke Street West
Montreal, QC, H3A 1E3 Canada

Email: wieslaw@music.mcgill.ca
Tel. (514) 398-4540
Fax. (514) 398-1540

For all positions, salaries are negotiable within the university salary structure depending on qualifications and experience. Letters of reference will be requested when required. Review of applications will begin immediately, and applications will be accepted until the positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

Physiotherapy – Faculty
School of Rehabilitation Science

McMaster University's School of Rehabilitation Science, known internationally for its problem-based educational programs and focus on clinical research and evidence-based practice, has professional Masters level programs in Occupational Therapy and Physiotherapy and a research Masters program in Rehabilitation Science. Working in a tenure track role, you will have an undergraduate degree in Physiotherapy, graduate level preparation at the Ph.D. level, and evidence of research productivity. The preferred area of clinical expertise is musculoskeletal, community-based practice. A background in graduate level education and problem-based learning is important. This position also offers the opportunity to be involved in other educational activities within the Faculty of Health Sciences and the University. The Faculty is characterized by interdisciplinary, inter-professional, and inter-institutional cooperation with overall goals of excellence in education, research, and clinical service.

Academic rank and salary is commensurate with qualifications and experience. We offer an attractive reimbursement and benefits package. Letters of application, including a description of teaching experience and research interests accompanied by a curriculum vitae and the names of three referees, should be sent to: **Dr. Mary Law, Associate Dean, Health Sciences (Rehabilitation) and Director, School of Rehabilitation Science, McMaster University, Institute for Applied Health Sciences (IAHS), Room 403, 1400 Main Street West, Hamilton, Ontario L8S 1C7**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women.

"An equal opportunity employer"

McMaster University

asset. A letter of application, a curriculum vitae, and the names of three referees should be submitted to Dr. David Fennell, Chair, Department of Recreation and Leisure Studies, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until March 30, 2001 or until a suitable candidate is found. This position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca

MANAGEMENT OF TECHNOLOGY

UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Management of Technology, commencing between May 1 and September 1, 2001. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in engineering management, technology and innovation management, or economics of technological change. Applicants can learn more about faculty interests at http://www.mansci.uwaterloo.ca/faculty.html and about the Department at http://www.mansci.uwaterloo.ca/ The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, CANADA N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca; fax: 519-746-7252)

MATHEMATICS & STATISTICS

UNIVERSITY OF VICTORIA — Department of Mathematics and Statistics. The University invites applications for a tenure-track position in Discrete Mathematics. The competition is open to applicants at any level. The successful applicant will be sponsored for an NSERC University Faculty Award in the 2001 – 2002 competition, consequently only applications from candidates meeting the criteria for this program will be considered. We quote from the NSERC eligibility requirements: "you must be a Canadian citizen, or permanent resident of Canada, as of the nomination deadline date; and be a woman or Aboriginal person who holds a doctorate in one of the fields of research that NSERC supports, or expect to have completed all the requirements for such a degree, including your thesis defense, by the proposed date of appointment". Applicants should have a PhD in Mathematics and a demonstrated record of, or the potential for, excellence in both research and teaching. The successful applicant will be expected to maintain a strong and active research program in Discrete Mathematics which includes the supervision of graduate students. Applicants should send a curriculum vitae, and arrange for three confidential letters of recommendation to be sent to Discrete Mathematics Search, Department of Mathematics and Statistics, University of Victoria, PO Box 3045 STN CSC, Victoria BC, V8W 3P4, Canada, Tel: (250) 721-7436, Fax: (250) 721-8962, e-mail: acme@math.uvic.ca, Website: http://www.math.uvic.ca/. The closing date for applications is May 15, 2001. The position may be taken up any time between April 1, 2002, and September 1, 2002. For further information on NSERC University Faculty Awards, visit the NSERC website www.nserc.ca. In accordance with the University's Equity Plan and pursuant to Section 42 of the B.C. Human Rights Code, the selection will be limited to women and aboriginal peoples. Candidates from these groups are encouraged to self-identify. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY COLLEGE OF THE CARIBOO — Mathematics/Economics or Mathematics/Computing. The University College of the Cariboo invites applications for a full-time, ongoing position in Mathematics/Economics or Mathematics/Computing at the Williams Lake Campus. The successful candidate will teach a variety of first and second year courses in Mathematics and Economics or Mathematics and Computing Science; and participate in other departmental endeavors and initiatives. Qualifications: Master's degree in Mathematics, Computing or Economics and a minimum of a Bachelor's degree in one of the other two disciplines; successful teaching experience at the university level preferred. Commencement Date: 1 August 2001. Closing date for applications is 15 April 2001. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #01-015 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazell, Human Resources Officer, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC, V2C 5N3. We wish to thank all applicants; however, only those under consideration will be contacted.

UNIVERSITY OF WATERLOO — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: http://www.math.uwaterloo.ca/Faculty/index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

MEDICINE

MEMORIAL UNIVERSITY — The Faculty of Medicine is seeking to fill a Canadian Research Chair in Viral hepatitis/immunology Tier 1 (Senior Chair). The theme of this Canada Research Chair involves the immunological, molecular and pathological aspects of both hepatitis B and hepatitis C. The research will aim to result in a better understanding of how the virus induces liver disease, and how it evades the immune system and establishes persistent infection. Such knowledge will be used in the development of better therapeutic strategies against hepatitis B and hepatitis C. Experience with animal models of viral hepatitis will be an advantage. The chair holder will have an established network of international collaborators and will be expected

On the edge and leading the way

UNIVERSITY OF CALGARY

The University of Calgary is an innovative university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

HUMAN RESOURCES AND ORGANIZATIONAL DYNAMICS

The Faculty of Management is seeking qualified candidates with a PhD or nearly completed doctorate to fill a tenure-track position at the assistant level in Human Resources and Organizational Dynamics. The successful candidate will be expected to contribute to the research and teaching activities of the area, which include human resources, organization behaviour, organization theory and industrial relations, as well as teaching at both the graduate and undergraduate levels. Starting date is July 1, 2001.

The Faculty of Management is a progressive and innovative management school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 2,200 full-time and part-time students currently enrolled in Bachelor's, Master's and PhD programs, the Faculty boasts close to 12,000 alumni in 50 countries around the globe.

An AACSB accredited institution, the Faculty expects excellence in both research and teaching that is reflected in our balanced teaching loads and the research support provided.

Interested individuals are asked to submit their C.V. by **March 30, 2001** to **Loren Falkenberg**, Chair, Human Resources and Organizational Dynamics, Faculty of Management, University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4. Phone: (403) 220-7172, E-mail: mtelford@mgmt.ucalgary.ca

For more information, please visit www.ucalgary.ca/mg/postings.

HUMAN RESOURCES AND ORGANIZATIONAL DYNAMICS (Project Management Specialization)

The Faculty of Management is seeking qualified candidates with a PhD or nearly completed doctorate to fill a tenure-track position at the assistant level in Human Resources and Organizational Dynamics and the Faculty's Project Management Specialization.

The successful candidate will be expected to contribute to the research and teaching activities of the area, which include human resources, organization behaviour, organization theory and industrial relations, as well as teaching at both the graduate and undergraduate levels. Starting date is July 1, 2001.

The Faculty of Management is a progressive and innovative management school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 2,200 full-time and part-time students currently enrolled in Bachelor's, Master's and PhD programs, the Faculty boasts close to 12,000 alumni in 50 countries around the globe.

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Interested individuals are asked to submit their C.V. by **April 30, 2001** to **Loren Falkenberg**, Chair, Human Resources and Organizational Dynamics, Faculty of Management, University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4. Phone: (403) 220-7172, E-mail: mtelford@mgmt.ucalgary.ca.

For more information, please visit www.ucalgary.ca/mg/postings.

ACCOUNTING

The Faculty of Management is seeking qualified candidates with a PhD or nearly completed doctorate to fill a tenure-track position at the assistant or associate level in Accounting. The successful candidate would be expected to contribute to the research and teaching activities of the area, which include financial accounting, managerial accounting, taxation and auditing, as well as teaching at both graduate and undergraduate levels. Expected starting date is July 1, 2001.

The Faculty of Management is a progressive and innovative management school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 2,200 full-time and part-time students currently enrolled in Bachelor's, Master's and PhD programs, the Faculty boasts close to 12,000 alumni in 50 countries around the globe.

An AACSB accredited institution, the Faculty expects excellence in both research and teaching that is reflected in our balanced teaching loads and the research support provided.

Interested individuals are asked to submit their C.V. and the names of three references by **April 30, 2001** to **Duncan Green**, Chair, Accounting Area, Faculty of Management, University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4. Phone: (403) 220-7171, E-mail: dgreen@mgmt.ucalgary.ca.

For more information, please visit www.ucalgary.ca/mg/postings.

Applications are encouraged from Canadians, permanent residents of Canada and non-Canadians. The University of Calgary respects, appreciates and encourages diversity

www.ucalgary.ca

to interact with other researchers in the clinical divisions within the Health Sciences Centre and with the Immunology and Cancer Research Groups within the Faculty of Medicine, Memorial University. Tier I candidates must be experienced researchers acknowledged by their peers as world leaders in their research fields. Appointment of Tier I Chairs would normally be at the rank of full professor. For further information about the Faculty of Medicine, please visit the Memorial University web site at http://www.mun.ca/research/crc/index.html. If you have not submitted an application to the Vice President (Academic), you may forward a curriculum vitae, a statement of research interests and plans along with the names of three referees to: Dr Ian Bowmer, email: bowmer@mun.ca, Dean, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland Canada A1B 3V6, Telephone (709) 777-6602, Fax (709) 777-6746 Consideration of applications will begin February 1, 2001 and a decision can be made as early as March 2, 2001.

UNIVERSITY OF SASKATCHEWAN — The Department of Community Health and Epidemiology, College of Medicine invites applications for a term position at the Assistant Professor level, starting July 1, 2001. Qualifications: a doctoral degree in health science with preparation in Epidemiology. Expertise and interest in epidemiological and biostatistical methods would be assets. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Responsibilities: The successful candidate is expected to be the principal instructor in two graduate level Epidemiology courses. She/he is also expected to participate in medical undergraduate teaching in community health. The successful candidate is also expected to supervise graduate students in their thesis work. The candidate is expected to develop a research program that would contribute to and benefit from various research opportunities available locally and provincially. Employment Equity: The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals regardless of their immigration status in Canada. How to Apply: Applicants are invited to send a curriculum vitae and the names of three references to: Dr. Leonard Tan, Head, Department of Community Health and Epidemiology, University of Saskatchewan, Health Sciences Building, 107 Wiggins Road, Saskatoon, SK S7N 5E5. Closing date for applications is April 30, 2001.

MUSIC

McGILL UNIVERSITY — Department of Culture and Values in Education. The Department of Culture and Values in Education of McGill University is currently seeking applications for a position at the Assistant Professor level in Music Education. Candidates should be bilingual (English and French), hold a doctorate in Music Education, have a record of related research, and have teaching experience at the primary and secondary levels. Knowledge of elementary and secondary methods would be essential. Familiarity with Quebec music curriculum would be an advantage. Responsibilities will include coordinating the B Ed. (Music) program and liaison with the Faculty of Music, teaching academic music courses and music methods to elementary pre-service teachers and to music specialist pre-service teachers, supervising graduate students at the masters and doctoral levels, liaison with schools and supervising undergraduate students during their field experiences. The starting date for the position will be June 1, 2001. Applications accompanied by a full resume and the names of three referees will be accepted until April 15, 2001, and should be mailed to Dr. David C. Smith, Chair, Department of Culture and Values in Education, Faculty of Education, McGill University, 3700 McTavish Street, Montreal, Quebec, H3A 1Y2. In accordance with Canadian Immigration Regulations, priority will be given to applications received from Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN — The Department of Music invites applications for a 10-month term position at the Assistant Professor level from September 1, 2001 to June 30, 2002. A PhD (or ABD) in Music History with strong teaching and research/publishing qualifications in Music History are required. A specialist in the Romantic period is preferred, however, all strong applications will be considered without prejudice to period. Duties will include History of Music surveys and topical and seminar classes in music. The University of Saskatchewan is committed to employment equity. Members of designated groups (women, aboriginal peoples, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising at the two-tier level. Applications are invited from all qualified individuals regardless of their immigration status. The Search Committee will begin scrutinizing applications on March 12th. Applications will be accepted until the position is filled. Candidates should submit a full curriculum vitae including education, teaching, research, and publishing records with three professional letters of reference (plus a list of any additional names), as well as all other supporting materials to: Dr Garry Gable, Head, Department of Music, University of Saskatchewan, 28 Campus Drive, Saskatoon, SK S7N 0X1; Phone: (306) 966-6185; Fax: (306) 966-6181; Email: music.uofs@usask.ca

NURSING

UNIVERSITY OF BRITISH COLUMBIA — School of Nursing and Vancouver Hospital and Health Sciences Centre — Professional Affairs. Applications are invited for the position of Nursing Research Consultant. The successful applicant will hold a joint appointment with the School of Nursing at the University of British Columbia and Professional Affairs at Vancouver Hospital. This is a full-time, grant, tenure track position at the rank of Assistant Professor. The successful applicant will divide time equally between a tertiary teaching hospital and the university setting. Within the hospital setting, the consultant will provide expertise to clinical nurse experts and facilitate their ability to conduct research and to implement innovations based on research findings into the clinical setting. Recent experience in a tertiary acute care setting is preferred. Salary is negotiable, subject to budgetary approval, and commensurate with experience and qualifications. The deadline for applications is March 30, 2001, or until the position is filled.

ACADIA UNIVERSITY

Canada Research Chair in Environmental Policy

Acadia University invites applications for a Tier II Canada Research Chair in environmental policy. Established by the Government of Canada to foster world-class research excellence, candidates for Tier II Chairs must be recognised as potential leaders in their field and have a history of obtaining funding to support scholarly activity. Acadia University is seeking an outstanding scholar to establish a vibrant research programme that complements the University's commitment to multidisciplinary research on the environment—a strategic research area identified in the University's Institutional Research Plan. (A copy of the IRP is available at http://admin.acadiau.ca/vpaoffice/.) The successful candidate will be expected to liaise with researchers in the Faculty of Arts, the Faculty of Professional Studies and the Faculty of Pure and Applied Science.

Applications are encouraged from scholars in fields that illuminate not only the physical, social and political dimension of the environment, but also the important ways in which nature permeates our imaginative lives, our culture and our aesthetic experience.

Applications, including a curriculum vitae, a research plan and the names of three referees, and three letters of reference should be sent to ***Dr. Thomas G. Regan, Dean of Arts, Acadia University, Wolfville, Nova Scotia, B0P 1X0.*** The deadline for applications is ***1 July 2001.***

Acadia University is an equal opportunity employer; qualified women are especially encouraged to apply. Applicants from outside of Canada are eligible and Canadian expatriates are invited to apply. The successful candidate is subject to review by the Canada Research Chairs Selection Committee.

Wolfville
Nova Scotia

McMaster University

Canada Research Chair in Information Technology

The Department of Electrical and Computer Engineering at McMaster University invites applications for the very prestigious appointment of a Canada Research Chair (CRC) in the broad area of Information Technology (IT). McMaster University has identified IT as an area of strategic priority. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC Program can be viewed at http://www.chairs.gc.ca/english/about/factsheet/index.html.

McMaster University has an outstanding research environment. The Electrical and Computer Engineering Department has strong sites with government and industrial research laboratories throughout the world and is well positioned to take advantage of many new research opportunities in all areas of Information Technology.

The Electrical and Computer Engineering Department is rapidly building a strong, vibrant and dynamic team in all areas of Information Technology. We are looking for leaders who will be a vital part of the future growth and development of our Information Technology Institute. We see this as a significant opportunity for a first class individual to take a leadership role in successfully developing internationally renowned research programmes in the IT area.

Applications will be accepted for both senior (Tier I) and junior (Tier II) levels of the CRC Program. Qualified candidates will have an outstanding track record in research and teaching or substantial industrial research experience. A strong commitment to research excellence, developing research partnerships, and the ability to establish or maintain a dynamic and world class research program in their fields of expertise, and strong communication skills are all essential.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Further information on the department is available from http://www.ece.mcmaster.ca.

Applications complete with a curriculum vitae and the names of three references should be sent to:

Dr. T. Luo, Chair
Department of Electrical and Computer Engineering
McMaster University
1280 Main Street West,
Hamilton, Ontario, Canada L8S 4L7
Telephone: 905-525-9140 ext. 23315
Fax: 905-523-4407
E-mail: ferracu@mcmaster.ca

Ontario Institute for Studies in Education

OISE/UT

of the University of Toronto

Tenure-Stream Position
Work, Technologies & Education

Applications are invited for a tenure-stream position in Work, Technologies and Education at the Ontario Institute for Studies in Education (OISE/UT). The appointment will be in the Department of Sociology and Equity Studies in Education (with a minor cross-appointment to the Department of Adult Education, Community Development and Counselling Psychology).

Responsibilities will include: coordinating development of the B. Ed. Technological Studies teacher education program; teaching mainly in the teacher education program; teaching graduate courses in work, technologies and education; and developing a related program of research.

The successful candidate will possess a doctoral degree, and have demonstrated interest and competency in study of areas such as: the place of technology education in schools and in a globalizing society; relations between work and schooling or other forms of learning; workplace change; equity issues in work and technology; and social, cultural, and environmental consequences of technology.

Salary will be commensurate with qualifications and experience. Appointments will commence on September 1, 2001 or later. Applications, which must include full curriculum vitae, should be submitted by **April 16, 2001 to Professor Michael Fullan, Dean, OISE/UT, 252 Bloor Street West, Toronto, Ontario, M5S 1V6.** Three confidential letters of reference should be sent directly to Dean Fullan by the same date. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents of Canada will be considered first for this position.

For more information about OISE/UT please visit our web site at http://www.oise.utoronto.ca.

FACULTY MEMBER
MANAGEMENT PROGRAMS DIVISION

Royal Roads University located in Victoria, British Columbia, is seeking applications from entrepreneurial, learner-focused educators for the position of Faculty Member, playing a key role in the design, development and delivery of our Bachelor of Commerce and Master of Business Administration degree programs. The successful candidate is expected to assume a teaching and leadership role in the undergraduate programs in one of the following areas: Information Technology and Management; International Business; Strategy; OB/HR; Management Communications.

Requires demonstrated teaching excellence and an ability to work within an interdisciplinary outcomes-based curriculum. Also requires a Masters degree (Ph.D. preferred) or equivalent credential; a broad theoretical understanding of the field; strong applied skills; experience in curriculum design and development, and; familiarity with distance education. Relevant work experience outside of the post-secondary education sector is a definite asset. Applicants must be able to work effectively in a team environment focused on a common vision and operational goals.

In addition to the full-time position, we are also seeking limited-term faculty to teach in one of a broad range of undergraduate commerce courses. Courses normally run for 10 week periods and may be delivered in one of our 3 innovative programs: day-time, evening, and on-line. On-line faculty need not be located in Victoria. Royal Roads University is an equal opportunity employer, committed to the principle of equity in employment. We offer a comprehensive compensation package, with starting salary based on qualifications on experience. To apply, please forward cover letter and curriculum vitae by April 1, 2001. Only short-listed candidates will be contacted.

Human Resources - Career Opportunities
Competition Numbers: 01-007
Royal Roads University
2005 Sooke Road
Victoria, BC V9B 5Y2
Fax: (250) 391-2500 Tel: (250) 391-2511
Email: rru-career-opportunities@royalroads.ca
www.royalroads.ca

ROYAL ROADS UNIVERSITY

You can get there from here.

Applications (with names of three referees) should be sent to: Sonia Acorn, Acting Director, School of Nursing, University of British Columbia, T201-2211 Wesbrook Mall, Vancouver, BC V6T 2B5, Phone: 604-822-7147, Fax: 604-822-7423, www.nursing.ubc.ca, www.vanhosp.bc.ca. In accordance with the Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

UNIVERSITY OF ALBERTA — Faculty of Nursing is expanding its capacity for research and teaching in Canada and internationally. We are seeking to appoint senior nursing academics who have established programs of research and track records of successful graduate supervision, and new career academics who are seeking opportunities to develop programs of research and teaching expertise. Those appointed as senior academics will be supported by the faculty to compete for research funds and scholar awards from Alberta Heritage Foundation for Medical Research (AHFMR) and national granting agencies. In addition, and where appropriate, they will have the opportunity to apply for future senior leadership positions within the Faculty. Those appointed as new career academics will be provided with skilled mentoring in teaching and research and have the opportunity to compete for post-doctoral research training support. The Faculty is seeking to recruit academics in at least three of our major research areas: symptom management, healthy human development, and health policy. In addition, we are also seeking to appoint academics who are specialists in nursing philosophy. The Faculty would particularly welcome applications from people who have a second language (e.g. Spanish) as the Faculty of Nursing has a strong program of internationalization. One position is available as a joint appointment with the Capital Care Group to establish a program of research in quality of life issues in long-term care. Another position is available as a joint appointment with the Cross Cancer Institute in tertiary level oncology. Other joint appointments with our clinical/community agencies are also possible. The University of Alberta is one of the largest full-service, research-intensive universities in Canada, and the Faculty of Nursing is one of the five health science faculties on campus. For more information please visit our web site at www.ualberta.ca . Applicants who are doctorally qualified and are eligible to be registered as a nurse in the Province of Alberta should submit their curriculum vitae and the names of three referees to Dean Genevieve Gray, Faculty of Nursing, University of Alberta, 3-129 Clinical Sciences Building, Edmonton, Alberta, T6G 2G3. Dean Gray will also be pleased to provide further information on these positions and may be contacted at (780) 492-6761 or by e-mail genevieve.gray@ualberta.ca. This competition will remain open until suitable candidates are found. Successful applicants will receive a competitive salary commensurate with their experience and an excellent benefits plan, including relocation assistance. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

YORK UNIVERSITY — The School of Nursing is seeking five (5) highly qualified applicants for five regular or alternate tenure-stream/CLA appointments at the assistant or associate professor level. Salaries are commensurate with experience and qualifications. All positions are subject to final budgetary approval. Applicants must hold current registration in the College of Nurses of Ontario prior to appointment. Applicants must have expertise, teaching and practice experience and related research in one or more of the following areas: aboriginal health; acute/critical care, community/public health, family health; gerontology, health and aging; health care leadership and change, health informatics; health promotion; long-term care; maternal and child health; mental health; practicum coordination and mentoring; research methods, utilization and evaluation, transcultural health and women's health. A BScN and a Master's degree (nursing preferred) is required. A doctorate in progress in nursing or a health related field is required for regular stream positions and preferred for alternate stream positions. An earned doctorate in nursing preferred. Knowledge of nursing theories, the human science paradigm, cooperative learning perspectives and the Bevis-Watson curriculum paradigm is required. Prior experience using a cooperative learning pedagogical framework and the Bevis-Watson curriculum paradigm is preferred. Experience with technology-enhanced distance learning would be an asset. Evidence of involvement in a research and publication program is essential. Evidence of professional excellence and expertise in a clinical setting is required for appointments in the alternate stream. Proven evidence of the ability to develop and maintain collegial relationships required for all positions. The selection process started February 15, 2001 and will continue until all positions are filled. Applicants should send a curriculum vitae and arrange for three letters of recommendation (one of which should address teaching) to be sent directly to Professor Kathleen Macdonald, Director, School of Nursing, Atkinson Faculty of Liberal and Professional Studies, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. E-mail (ttam@yorku.ca); Fax: (416) 736-5714; Telephone: (416) 736-5271. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. For further information in this regard, please contact the university's affirmative action office at (416) 736-5713. Canadian citizens and permanent residents will be considered first for these positions.

UNIVERSITY OF BRITISH COLUMBIA — Nursing. Live and work in Vancouver, British Columbia. Voted the best city in North America to live, Vancouver is Canada's gem in the west. With fresh, ocean air, mountains to explore and a proudly active population, Vancouver offers a balanced lifestyle with professional growth. Vancouver and the University of British Columbia are emerging as the hotbed of health care and medical innovations in the country. Be a part of it! The UBC School of Nursing is currently inviting applications for tenure-track faculty positions at the Assistant and Associate Professor ranks. About us: We are Canada's oldest university nursing education institution. We have a tradition of excellence in undergraduate and graduate nursing education. We are committed to advanced professional practice, scholarship and research. We offer baccalaureate, master's and doctoral nursing programs; we have affiliations with a wide variety of hospital and community agencies. About you: You have a doctorate in Nursing or a related discipline (earned or near completion); and a Master's degree in Nursing (preferred). You have, or are eligible for, registration with the Registered Nurses Association of British Columbia. You will establish and pursue a program of research in your chosen substantive field. As an Assistant Professor you will demonstrate, or show potential for, involvement in scholarly activity, successful teaching and the capacity to provide instruction at various levels. As an Associate Professor you will have evidence of successful teaching, sustained and productive scholarly activity, the ability to supervise students and a willingness to participate in the affairs of the School and University. Please mail or fax applications, accompanied by a curriculum vitae and the names and addresses of three references to the School of Nursing. These positions are subject to final budgetary approval. Director, School of Nursing, University of British Columbia, T201-2211 Wesbrook Mall, Vancouver, BC, V6T 2B5. Phone: (604) 822-7147; Fax: (604) 822-7423; www.nursing.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

NUTRITIONAL SCIENCE

UNIVERSITY OF GUELPH — The Department of Human Biology and Nutritional Sciences invites applications for a tenure-track position at the Assistant Professor level in the area of nutraceutical science. Applicants should have a PhD or equivalent with postdoctoral experience. The successful candidate's responsibilities will include effective undergraduate and graduate teaching in Nutritional Sciences with a focus on nutraceuticals, advising on undergraduate projects and graduate theses and the development of an externally funded research program on nutraceuticals and their role in human health. Clinical research experience would be beneficial. The Department of Human Biology and Nutritional Sciences offers undergraduate BSc programs in Bio-Medical Science, Human Kinetics, and Nutritional and Nutraceutical Sciences that have a total enrolment of 500 students. The Department presently offers the MSc and PhD degrees and is firmly committed to graduate education. Applications for this position should include a curriculum vitae, 2 representative publications, documentation of teaching abilities, and the names of 3 referees. Applications will be accepted until the position is filled. Electronic versions of application materials may be submitted on 3.5" diskette (IBM) in Word Perfect or e-mail to alovett@uoguelph.ca. Applications or requests for further information should be sent to: Chair of the Search Committee, Department of Human Biology and Nutritional Sciences, University of Guelph, Guelph, Ontario, Canada, N1G 2W1, FAX. 519-763-5902. Review of applications will commence April 6, 2001, with a view to filling the position by 01-09-01 at the latest. Canadian Citizens and Permanent Residents will be considered first for this position. The appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.

PHILOSOPHY

WILFRID LAURIER UNIVERSITY — The Department of Philosophy invites applications for a two-year limited-term appointment, at the rank of Assistant Professor, effective July 1, 2001, subject to budgetary approval. AOS: Ancient Philosophy; and AOC: Critical Thinking. Candidates are expected to have a completed PhD by the time of appointment and should supply strong evidence of excellence in undergraduate teaching. Candidates should forward their curriculum vitae, including teaching dossier, and arrange for the forwarding of three letters of reference by April 6th, 2001, to Professor G. Solomon, Hiring Committee, Department of Philosophy, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

WILFRID LAURIER UNIVERSITY — The Department of Philosophy invites applications for a tenure track appointment, at the rank of Assistant Professor, effective July 1, 2001, subject to budgetary approval. AOS: Social and Political Philosophy with an emphasis on multiculturalism. Candidates should have a strong interest in interdisciplinary humanities studies at the undergraduate level and have an ability to contribute to the growth of a PhD program in Philosophy. Candidates are expected to have a completed PhD by the time of appointment. Candidates should forward their curriculum vitae, including teaching dossier, and arrange for the forwarding of three letters of reference by April 6th, 2001, to Professor G. Solomon, Hiring Committee, Department of Philosophy, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

YORK UNIVERSITY — Applied Philosophy. As part of a university-wide initiative in Technology Enhanced Learning, the Atkinson Faculty of Liberal and Professional Studies, York University's second largest Faculty, invites applications for a tenure-track faculty position in Applied Philosophy to support professionally oriented programs and certificates in Professional Ethics and Public Service Studies. The appointment is at the assistant professor level and is to commence July 1, 2001. It is subject to final budgetary approval. Eligible candidates will have a doctoral degree, publications, an excellent academic record and demonstrated excellence in research and teaching. Experience in developing Internet distance education courses would be an asset. In addition to discipline-specific expertise, candidates will be expected to have a firm commitment to using the Internet or other technologies in teaching,

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QUEEN'S SCHOOL OF BUSINESS

Queen's University
Kingston, Ontario, Canada

Faculty Positions, One-year term, Queen's School of Business

Queen's School of Business is inviting applications for one-year term appointments in the following areas: Accounting (Financial and Management), Finance, International Business, two positions in Marketing, Management of Information Systems, Management of Technology, Behavior/Human Resources, Strategy & Business Policy, Management Communications, and Management Science.

This is an ideal opportunity for visiting faculty and Ph.D. students who are near completion of their dissertation. Visiting professors will work with some of today's leading business scholars, while Ph.D. students will gain valuable teaching experience.

Our teaching needs range from the introductory to upper-year undergraduate courses as well as Masters of Science and Ph.D. courses. Salary will be commensurate with qualifications and experience, and appointees will have access to substantial internal funds for course development.

Queen's School of Business (www.business.queensu.ca) is at the forefront of Canadian business education and is recognised as a leader in North America. The School's programs include: an undergraduate Bachelor of Commerce, with the highest entry standards in Canada; a unique double-major Ph.D. and a new M.Sc. in Management ; Queen's top-ranked MBA for Science & Technology; and the market-leading Queen's Executive MBA , Canada's first MBA program delivered by videoconference, with sites from coast to coast. In addition, the School is Canada's leader in executive education. Queen's School of Business has received unconditional accreditation for all programs by The International Association for Management Education (AACSB).

Queen's University is one of the oldest and most prestigious universities in Canada. Located in the heart of the city of Kingston, a picturesque and historic community situated on the shores of Lake Ontario, Queen's is within a two-hour drive of Toronto, Montreal, and the nation's capital, Ottawa. The city's unique heritage, vibrant life-style, and central location make it one of the most attractive communities in North America.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of appointment will be July 1, 2001, but is flexible. Applications should include curriculum vitae, references, and evidence of research such as publications, working papers, thesis proposals or completed thesis.

Please send your submission to:
T.Anger
Associate Dean
Queen's School of Business
Queen's University
Kingston, Ontario K7L 3N6

E-mail deansoffice@business.queensu.ca
Fax 613 533-2013

www.business.queensu.ca

BRANDON UNIVERSITY
Founded 1899

Secondary Science/ Mathematics

Faculty of Education Tenure-Track Position

Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers preprofessional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

"Something Special"

The Faculty of Education at Brandon University is seeking to fill a full-time, three-year probationary position at the rank of Assistant Professor, in the Department of Curriculum & Instruction (Math/Science). The appointment is to commence August 1, 2001.

The Faculty of Education offers both concurrent and after-degree Bachelors of Education programs, as well as post-graduate diplomas and Master of Education degrees in Curriculum Studies, Educational Administration, Guidance and Counseling, and Special Education.

The ideal candidate will have expertise in Middle (5-8) and Senior (9-12) Years Science and Mathematics methods and will be familiar with the Manitoba school curriculum content. Applicants must meet the qualifications for a teaching certificate and have successful science and mathematics teaching experience, preferably in Manitoba. As Brandon University has a rural, aboriginal, and northern mandate, experience, preparation, and/or research interests in these areas is desirable.

A doctorate is preferred, but candidates who are close to completing their doctoral studies and research may be considered. Applicants must be able to demonstrate an active research and development agenda. The successful candidate must be prepared to teach in the undergraduate Education programs and possibly in the graduate Curriculum specialization.

Salary according to qualifications by rank. Assistant Professor: $40,893-$60,724.

Please forward a letter of application with curriculum vitae and the names of three references. The closing date is April 15th, 2001 or when the position is filled.

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

Contact:
Dr. Robin Enns
Acting Dean of Education
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
Ph: (204) 727-9656
Fx: (204) 728-3326

For more information visit:
www.brandonu.ca

research interests in the assessment of TEU distance education, and a firm commitment to participating in a pan-university initiative to advance York's interests in TEUdistance education. Qualified individuals should send a letter of application identifying their areas of research and teaching interests, a curriculum vitae and the names and address of three references to: Professor Sam Mallin, Philosophy Coordinator, School of Analytic Studies and Information Technology, Atkinson Faculty of Liberal and Professional Studies, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Fax: (416) 736-5766. E-mail: smln@yorku.ca Applicants should also arrange for three letters of reference to be directly sent to this same address. At least one of the letters should address teaching. More information on the programs can be found at http://www.atkinson.yorku.ca A review of applications will begin March 15, 2001 and continue until the position is filled. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents only.

UNIVERSITY OF ALBERTA — The Department of Philosophy announces a sessional (8 month) position, subject to availability of funding. This is a fixed term position from September 1, 2001 to April 30, 2002. Areas of specialization and competence are open, but the Department has teaching needs in the following areas: Introduction to Philosophy, Introductory Inductive Logic and Philosophy of Science. The teaching load for a sessional lecturer is five one-semester courses: there are no other administrative or supervisory duties. The salary range begins at $29,150 for candidates with the PhD degree and depends on experience and qualifications. The holder of this sessional position may be eligible to apply for the tenurable position at the Assistant Professor level that the Department expects to fill starting July of 2002, but will not be entitled to preferential treatment in that competition. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Complete dossiers including a CV, three letters of recommendation, and a writing sample may be forwarded to: Dr. Bernard Linsky, Chair, Department of Philosophy, University of Alberta, Edmonton, Alberta, Canada, T6G 2E5. Deadline for applications is March 30, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHYSICAL THERAPY

UNIVERSITY OF MANITOBA — The Division of Physical Therapy, School of Medical Rehabilitation, Faculty of Medicine invites applications for a full time, tenure track position at the rank of Assistant Professor or Associate Professor (dependent on qualifications and experience), to commence as soon as possible. The position is subject to final budget approval. For appointment at the Assistant Professor level, the successful candidate will have a background in Physiotherapy and will hold a PhD in a related area. For appointment at the Associate Professor level, the successful candidate will hold a PhD plus show evidence of independent research activity. In exceptional circumstances, consideration will be given to candidates who are about the complete their PhD. The appointee will engage in undergraduate and graduate teaching and will undertake research and service in accordance with the requirements of a full-time academic position. Preference will be given to candidates with substantial clinical and research experience in the orthopaedic/neuro-muscular field, but other area will be considered. The successful candidate who is eligible for licensure in Manitoba will be required to obtain licensure with the Association of Physiotherapists of Manitoba. Salary will reflect qualifications and experience. The University of Manitoba provides assistance with removal expenses and offers a generous benefits package that includes both health and dental plans. Research space is available for new faculty. Faculty members taking up their first appointment at a Canadian University have the opportunity to apply for infrastructure funding through the Canada Foundation for Innovation New Opportunities Program. The University of Manitoba is a major research university located in the city of Winnipeg. The city has a rich cultural environment with symphony, opera, dance, theatre and ethnic festivals. The region also provides many opportunities for outdoor recreation in all seasons. The University of Manitoba encourages applications from qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Closing date: April 20, 2001. Further information concerning the School of Medical Rehabilitation, the University of Manitoba and the city of Winnipeg may be obtained from the following sites: http://www.umanitoba.ca/medicine/medrehab, http://www.umanitoba.ca; http://www.tourism.winnipeg.mb.ca. Applicants should send a curriculum vita and the names of three referees to the address below. Applications may also be submitted by fax or by e-mail. Preliminary enquiries are welcome and will be dealt with in confidence. Dr. Juliette Cooper, Director, School of Medical Rehabilitation, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba R3E 0W3, Canada; e-mail: jcooper@ms.umanitoba.ca; telint + 1 204 789 3371; faxint + 1 204 789 3927.

PHYSICS

DALHOUSIE UNIVERSITY — Tenure-track experimental or theoretical physics faculty position. We seek to appoint an assistant professor (tenure stream) in experimental or theoretical physics, effective as early as September 1, 2001. We are a medium-sized research-intensive department strong in materials science, biophysics, condensed matter theory, and atmospheric science. Applicants should have a PhD; postdoctoral experience is preferred but not required. The appointee will be expected to complement our research interests, will value good teaching, and will aggressively pursue research and funding opportunities. Targeted areas for this position include nanoscience, photonics, surface science, synchiotron physics, biophysics, polymer physics, and soft condensed matter. Applicants specializing in other exciting directions are also encouraged. Dalhousie, with 13,700 students (3500 graduate), is one of Canada's leading research and teaching universities. It is located in Halifax, which is the largest city in Atlantic Canada and offers an outstanding quality of life. The regional economy is growing rapidly, so two-career couples will find ample opportunities here. See www.physics.dal.ca for more background on our department and the region. Recent Canadian initiatives, such as the Canada Foundation for Innovation (www.innovation.ca) provide exceptional opportunities for additional funding to support university research. We also participate in the CIAR (www.ciar.ca) nanoelectronics program and have recently been granted $8.6 Million for materials characterization equipment under the CFI program. Applications, including curriculum vitae and at least three references should be sent to: Professor Gerhard Stroink, Chair, Search Committee, Dept. of Physics, Dalhousie University, Halifax, N.S. B3H 3J5, Canada. For further information phone: 902-494-2337, fax. 902-494-5191, or e-mail: stroink@is.dal.ca. Applications will be accepted until the position is filled. This position is in addition to the previously advertised experimental faculty position and we will fill a third additional position next year. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with disability, racially visible persons and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF GUELPH — The Department of Physics invites applications from outstanding scientists for a Canada Research Chair (either senior or junior). The Department is particularly interested in candidates working in the fields of Biophysics, Computational Physics and Soft Condensed Matter Physics since these areas have been identified as research priorities at the University of Guelph. A summary of the University's priorities may be found at the site http://www.uoguelph.ca/research /programs/crc/. The Guelph Physics Department has 18 faculty members offering strong programs in research and teaching up to the PhD level. The graduate and research programs are enhanced by participation in the Guelph-Waterloo Physics Institute (GWPI), the Biophysics Interdepartmental Group (BIG), and the Guelph-Waterloo Centre for Graduate Work in Chemistry (GWC)2. Some of our faculty members are active participants in the Canadian Foundation for Innovation (CFI) funded Centre for Food and Soft Material Science, the Shared Hierarchical Academic Research Computing Network (SHARC-Net) and the National Proton Microprobe Facility for Environmental Analysis. Associated with these centres there has been an infusion of new equipment including 500 and 600 MHz NMR spectrometers, a modern proton accelerator, scanning probe microscopes, an X-ray generator and a 500 node Beowulf supercomputer cluster. Guelph faculty members collaborate with many off-campus research facilities, including the Neutron Beam Facility at Chalk River, the Sudbury Neutrino Observatory (SNO) and the TRIUMF particle and nuclear physics facility. Experimental and theoretical research areas include biophysics, computational physics, condensed matter (both hard and soft), gravitational physics, subatomic physics and atomic and molecular physics. For more information, see the Department's web site at http://www.physics.uoguelph.ca. The successful candidate will have a PhD in biophysics, physics or a closely related field and will have a proven record of research excellence in the candidate's area of expertise. The successful candidate will be expected to continue a vigorous, externally funded research program and will take part in the Department's teaching program at both the graduate and undergraduate levels. To apply submit a letter of application, curriculum vitae, statement of research interests, publications list and names/addresses of three professional references to: Dr. K.R. Jeffrey, Chair, Department of Physics, University of Guelph, Guelph, Ontario N1G 2W1. The deadline for submission of applications is June 1, 2001. Complete information about the Canada Research Chair program may be found at http://www.chairs.gc.ca/ We are seeking candidates who are world leaders in their field. The University of Guelph is committed to an Employment Equity Program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal peoples, persons with disabilities and members of visible minorities and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McGILL UNIVERSITY — The Department of Physics is expanding its research in astrophysics. Applications are invited for a tenure-track faculty position at the rank of Assistant Professor, beginning as early as September 2001. We seek candidates with a proven record of excellence in research who will strengthen or add to our existing research interests. Faculty members are currently active in radio, X-ray, and gamma-ray astronomy, with an emphasis on high-energy phenomena. However, candidates for this position can be from any field in astrophysics. Candidates are expected to have a capacity for excellence in teaching. Applicants should submit a detailed curriculum vitae and a statement of teaching interests as well as a research plan. They should also arrange for three letters of reference to be sent directly to: Professor Jean Barrette, Chair, Department of Physics, McGill University, 3600 University St. Montréal, Québec, Canada, H3A 2T8. The deadline for the receipt of applications and letters of recommendation is April 15th, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

PHYSIOLOGY

UNIVERSITY OF NEW BRUNSWICK — The Faculty of Kinesiology is seeking an outstanding scholar for a tenure track position, at the Associate Professor or Assistant Professor level, with a specialty in Exercise Physiology. The Faculty of Kinesiology is an interdisciplinary unit, with expertise ranging across the spectrum of the study of human movement, from the humanities and social sciences, through recreation, sport management and outdoor recreation, to the biological, biochemical and physical sciences. The Faculty is aggressively positioning itself as a centre of scholarship and research in the fields of Exercise Science and Health and Wellness in the Atlantic Region. It has embarked on an active recruiting process to create an enthusiastic cadre of teacher/researchers in the Exercise and Sport Sciences. It is striving to support the work of these scholars in their own specialties and also to encourage the development of collaborative research and contract work with other members of the Faculty as well as with members of other university and extra-university units, such as the Institute of Biomedical Engineering, the Canadian Research Institute for Social Policy, the Faculty of Nursing and the Dr. Everett Chalmers Regional Hospital. In response to growing graduate and undergraduate enrolments, the Faculty is continuing to refine its academic program, with the degrees of Bachelor of Science in Kinesiology and Master of Science in Exercise/Sport Science. Further information about the Faculty can be found at http://www.unb.ca/Kinesiology. The Faculty is looking for a scholar with an expertise in Exercise Physiology, with a specific focus in one or more of the following areas: the physiology of health and aging, neurophysiology, muscle physiology, clinical physiology, workplace/occupational physiology. An interest in special populations would be particularly welcomed. A PhD is required, together with evidence of a well-developed research program. Duties will include research, teaching at the undergraduate and graduate levels, and the supervision of graduate students. Successful candidates will be expected to compete for research grants and contracts to support their research program and their graduate students. Applicants should submit a covering letter of application, a curriculum vitae and three letters of reference to Dr. Christopher Stevenson (as below). Applications will be accepted until the position is filled, however, the intention is to produce a preliminary short list for interviews by March 15th, 2001. Dr. Christopher L. Stevenson, Dean, Faculty of Kinesiology, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick E3B 5A3; phone (506) 453-4576, fax: (506) 447-3058, e-mail: dean@unb.ca. The University of New Brunswick (est. 1785) has an enrolment of 8,000 full-time students and offers a full range of undergraduate

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ASSOCIATE DEAN & DIRECTOR
SCHOOL OF SOCIAL WORK & HUMAN SERVICE

Competition #01-501

The University College of the Cariboo invites applications for the position of Associate Dean and Director of the School of Social Work and Human Service. The School offers a BSW degree and recently implemented a Child Welfare Specialization program in collaboration with other Schools of Social Work. The School is involved in two partnership agreements: a BSW program at the Nicola Valley Institute of Technology, an aboriginal college; and an MSW program with the UBC School of Social Work. It is currently exploring an international component for the program.

The School provides one year certificate programs in the fields of Social Services and Community and School Support in Kamloops and Williams Lake. These programs ladder into a new second year diploma in Child and Youth Care, and the BSW program.

The successful candidate will:
- Provide leadership in working with the School's department chairs and faculty to articulate a vision for the ongoing development of curriculum and programs to meet the changing needs and challenges of professional practice
- Have a demonstrated commitment to excellence in teaching and research
- Provide strong representation for students, faculty, and programs in the School
- Work collaboratively with colleagues, students, community, directors of the other schools of social work and, government ministries to achieve School and program goals
- Value diversity in the faculty and the School's student population

Qualifications:
- MSW plus a Ph.D. in a relevant field (or near completion)
- Established record of scholarly achievement
- Record of leadership and administrative experience in higher education
- History of collaborative relationships within social welfare and human service systems
- Demonstrated understanding of and commitment to diversity
- Experience in planning, preparing proposals and administering budgets
- Effective interpersonal and public relations skills

Acknowledging the diversity of the School's student population and constituencies in the Interior of British Columbia, the School seeks to increase the diversity of its faculty. Accordingly, applicants of Aboriginal ancestry, visible minorities, people with a disability, and people of minority sexual orientation are encouraged to apply and are invited to identify themselves in their application.

COMMENCEMENT DATE: As soon as successful candidate is available

CLOSING DATE: 30 March 2001

If you require additional information about this position, please contact Richard Olesen, Dean – Professional Schools Division: (250) 828-5200 or E-mail: olesen@cariboo.bc.ca

The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting **Competition #01-501** along with names, addresses and telephone numbers of three (3) referees, and a copy of graduate transcripts to:

THE UNIVERSITY COLLEGE OF THE CARIBOO

Ms. Irene Bazell, Human Resources Officer
Human Resources Division
UCC, Box 3010
Kamloops, BC V2C 5N3

We wish to thank all applicants; however, only those under consideration will be contacted.

McMaster University

Faculty Positions in Information Technology

McMaster University has identified "Information Technology" as an area of strategic priority. This area which includes both Electrical and Computer Engineering is receiving special attention in terms of resource reallocation and faculty renewal. The Department of Electrical and Computer Engineering is seeking new faculty members at all ranks in the broad area of information technology with special emphasis on all areas of electrical and computer engineering, including data and network communications, microelectronics, power electronics, communication systems, photonic and wireless technologies, Internet multimedia technologies, and modern control.

Qualified candidates will have a strong commitment to research and teaching with the ability to establish or maintain a dynamic research program in their fields of expertise. They will also have strong communication skills and will be able to impart their knowledge and expertise to both undergraduate and graduate students.

McMaster University has an outstanding research environment and is well known for its innovation in teaching and program development, and offers attractive start-up packages to outstanding candidates. The Electrical and Computer Engineering Department has strong ties with government and industrial research laboratories throughout the world and is well positioned to take advantage of many new research opportunities in the area of telecommunications and information technology.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Rank and salary are commensurate with qualifications and experience.

Further information on the department is available from http://www.ece.mcmaster.ca.

Applications complete with a curriculum vitae and the names of three references should be sent to: **Dr. T. Luo, Chair, Department of Electrical and Computer Engineering, McMaster University, 1280 Main Street West, Hamilton, Onterio, Canada L8S 4L7**; Telephone: 905-525-9140, ext. 23315; Fax: 905-523-4407; Email: ferracu@mcmaster.ca.

CHILDREN'S & WOMEN'S HEALTH CENTRE OF BRITISH COLUMBIA

ENDOWED RESEARCH CHAIR IN PEDIATRIC GASTROENTEROLOGY

A newly created ENDOWED Chair offers the successful candidate an exciting opportunity to head, direct and develop the future intestinal and liver disease research program of an expanding group of investigators focusing on diseases of childhood. The successful candidate will direct, co-ordinate and expand the on-site research program and build on existing collaborative networks. The successful candidate should have internationally recognized expertise in the field of antigen-host interaction as pertains to intestinal inflammatory process, and have proven team building capabilities and strong leadership skills.

The position will link the division of pediatric gastroenterology at B.C.'s Children's Hospital with the Centre for Infection and Immunity in Children on-site, the BioTech Laboratory at UBC and the Terry Fox Laboratory. This affords an excellent opportunity of linking bench to bedside research in the field of pediatric intestinal and liver inflammatory disorders.

Applicants must be eligible for academic appointment to the Department of Pediatrics, Faculty of Medicine, University of British Columbia. Salary and rank will be commensurate with qualifications and experience. This is a tenured position. The anticipated start date is **September 1, 2001**. Applications should be received by **April 1, 2001** and should include a curriculum vitae, three references, a summary of research accomplishments and information on future research directions.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. International applications are welcomed. Send applications in confidence to:

UBC

Dr. David M. Israel, MD
Head, Division of Gastroenterology
UBC and B.C.'s Children's Hospital
4480 Oak Street
Vancouver, BC V6H 3V4
Email: disrael@cw.bc.ca
Fax: (604) 875-3244

and graduate programs in ten faculties. It is a picturesque, mid-sized campus of red brick buildings nestled in the St. John River Valley surrounded by the capital city of Fredericton (pop 50,000). The mix of established tradition, academic excellence, social, cultural and recreational opportunities, high-tech infrastructure, coupled with a small town feeling of community makes both Fredericton and UNB enjoyable places to live, work and play. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity

PLANNING

UNIVERSITY OF WATERLOO — Applications are invited for an Assistant Professor tenure track position in Applied Natural Science (Hazards). The candidate will apply a scientific perspective to the understanding, management and mitigation of hazards that confront natural and/or built environments — particularly in the areas of planning and policy development. Interest in the applications of GIS in hazard research, or experience in international hazards studies, or interest in hazards that pertain to water or soil could also be an asset. Applicants are expected to be able to teach and advise in the applied statistical methods areas. The candidate will have a record of scholarly activity. The successful candidate will teach undergraduate and graduate planning students, be capable of supervising doctoral graduate student research, and conduct research in hazards that relate to the natural, human and built environment. Applicants must have a PhD. The appointment will be effective September 1, 2001. Applications must include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a sample of selected recent scholarly work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, and CV References will be contacted for those being considered in the second stage of review. Complete applications are be received at the following address by March 30, 2001 Dr Ross T. Newkirk, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1. Email: Newkirk@watserv1.uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. There is a Watershed Analysis and Planning Laboratory in the School of Planning, and several water and soils related groups and labs in the Faculty. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/ The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This position is subject to the availability of funds.

UNIVERSITY OF WATERLOO — Applications are invited for an Assistant Professor tenure track faculty position as Planning Theorist (Heritage). The candidate will have a background that demonstrates scholarly interest and experience in Heritage (both natural and cultural), experience in planning research project leadership or management, and knowledge or experience in Planning policy development. In addition to being able to teach Planning theory at both urban/community and regional scales, the candidate should be able to teach a broad selection of Planning courses. The candidate will have a record of scholarly activity. The successful candidate will: teach undergraduate and graduate planning students, be capable of supervising doctoral graduate student research, and conduct research. Applicants must have a PhD, and should be or qualify to be a Member of the Canadian Institute of Planners. The appointment will be effective September 1, 2001. Applications must include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a sample of selected recent scholarly work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, and CV References will be contacted for those being considered in the second stage of review. Complete applications are be received at the following address by March 30, 2001. Dr. Ross T. Newkirk, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. Email: Newkirk@watserv1.uwaterloo.ca The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. There is a Watershed Analysis and Planning Laboratory in the School of Planning, and several water and soils related groups and labs in the Faculty. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/ The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This position is subject to the availability of funds.

UNIVERSITY OF WATERLOO — Applications are invited for an Assistant or Associate Professor tenure track position in Urban Design. The candidate will have planning urban design project experience and demonstrate potential for leadership in developing instructional design programs that include computer assisted design in urban planning. The candidate should have a record of scholarly output (writing, exhibits, design competitions, etc.) An additional interest in one or more of: heritage, international urban design, development industry economics, or urban ecology is an advantage. The successful candidate will: teach urban design to undergraduate and graduate planning students, supervise graduate student research, and conduct research in urban design related fields. Applicants must demonstrate design achievement; a related graduate degree is required (a PhD is desirable but significant professional achievement may be accepted.) They should be or qualify for membership in the Canadian Institute of Planners. Academic rank, tenure, and salary will be commensurate with the candidate's qualifications and experience. The appointment will be effective September 1, 2001. Applications must include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a portfolio of selected recent design work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, portfolio, and CV References will be contacted for those being considered in the second stage of review. Complete applications are be received at the following address by March 30, 2001: Dr Ross T. Newkirk, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1. Email: Newkirk@watserv1.uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/ The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This position is subject to the availability of funds.

PLANT AGRICULTURE

UNIVERSITY OF GUELPH — The Department of Plant Agriculture invites applications for a tenure-track faculty position in breeding of tree fruits located at our Vineland campus. The successful candidate is expected to develop an innovative field and laboratory research program using contemporary technologies of genetics and plant breeding to develop novel germplasm and cultivars adapted to short season, cool climate production areas. Research will focus on developing high quality peach, plum, cherry, nectarine and apricot cultivars for retail and processing. Participation in teaching at the diploma, undergraduate and graduate level is required. Applicants must have a PhD in tree fruit breeding, genetics, physiology or related disciplines. An understanding of the application of biotechnology to tree fruit breeding is an asset. The position requires an ability to attract outside funding, and work with commodity/client groups, ability to work as part of a team, excellent interpersonal, oral and written communication skills. The Department of Plant Agriculture maintains excellent field and laboratory facilities. Technical support for this position is provided. Information about the Department is available on our web site http://www.plant.uoguelph.ca. Applicants must quote position 128-003. Applications, including curriculum vitae, University transcripts, a statement of research and teaching interests and the names of three referees should be sent to: Dr. Clarence Swanton, Chair, Search Committee, Department of Plant Agriculture, Crop Science Building, University of Guelph, Guelph, Ontario, N1G 2W1; fax: (519) 763-8933. Closing date April 30, 2001 or until a suitable candidate is found. This appointment is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women

POLITICAL SCIENCE

UNIVERSITY OF WESTERN ONTARIO — The Department of Political Science invites applications for a two-year Limited Term position, to commence July 1, 2002 and to terminate June 30, 2004. This position is subject to budgetary approval. Applicants will have a PhD. The appointment will be made at the rank of Assistant Professor. Salary is negotiable. Applications are invited from specialists in political

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University of Alberta
Edmonton

Professor in Meat Science

Department of Agricultural, Food and Nutritional Science

The Department of Agricultural, Food and Nutritional Science (AFNS) at the University of Alberta invites applications for a tenure track Professor position in Meat Science with an emphasis on meat processing. The successful candidate will contribute to the department's mission "to achieve excellence in teaching and research in efficient and sustainable production, processing and utilization of safe and nutritious food to promote health." He/she will also contribute to the research goals of the University of Alberta's "Food for Health" program. The candidate will have the opportunity to interact with a dynamic group of Professors at one of Canada's top three research Universities.

The position is funded by the Alberta Value Added Corporation Ltd. (www.avacltd.com) and the successful candidate is expected to develop a world-class research program. The position is research oriented (75% research and 25% teaching) and the appointment can be made at the Assistant, Associate or full Professor level. Applicants must have a Ph.D. in Food Science, Meat Science or related discipline. The successful candidate will have the opportunity to teach at the under-graduate and graduate level, supervise M.Sc. and Ph.D. students, and attract major external funding to support his/her research program. Research and teaching areas to which the successful applicant will be expected to contribute include: meat science, biochemical basis for protein/ingredient interactions, and product and process development for processed meats.

The successful applicant will have the opportunity to develop collaborative research programs with scientists at the University of Alberta (www.ualberta.ca), Alberta Agriculture, Food and Rural Development (www.agric.gov.ab.ca), Agriculture and Agri-Food Canada (www.agr.ca), and with our many industry partners. The University of Alberta has excellent research facilities and equipment, including the Alberta Chicken Producers Poultry Technology Centre, the Molecular Biology and Biotechnology Centre, and numerous specialized analytical laboratories. The Department of AFNS is currently undertaking a major infrastructure upgrading program with the support of industry and government which will provide state-of-the-art research facilities to support the three major research foci of Production Efficiency and Sustainability, Agri-Food Technology, and Nutrition and Health.

Applications, including a statement of research and teaching interests, curriculum vitae, and the name of three referees should be sent to:

Dr. John Kennelly, Chair
Department of Agricultural, Food and Nutritional Science
University of Alberta
Edmonton, Alberta, Canada T6G 2P5

Selection will commence May 1, 2001 and the competition will remain open until the position is filled. For further information on this position contact Dr. Kennelly at (780) 492-2131, fax: (780) 492-4265, email: chair@afns.ualberta.ca or visit our web site at www.afns.ualberta.ca

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

Western

The University of Western Ontario

Position in Clinical Audiology
Faculty of Health Sciences

Applications are invited for a full-time contract (limited term) position in Audiology in the School of Communication Sciences and Disorders, the Faculty of Health Sciences, The University of Western Ontario.

Candidates must be Audiologists, qualified at the masters level or higher and provide clear evidence of audiology clinical expertise. The ideal candidate will have extensive clinical experience in audiology, knowledge of current directions in audiological practice, and experience in teaching at the university level. Eligibility for registration in the College of Audiologists and Speech-Language Pathologists of Ontario is an asset.

Duties will include the teaching of theory-to-practice courses in the Audiology and/or Speech-Language Pathology programs, participation in on-going research programs, and service contributions to support relevant university and community activities. Further information on the School is available at www.uwo.ca/fhs.

The effective date of the appointment is July 1, 2001. Nominations and applications (including curriculum vitae, names of three referees that will be regarded as confidential until interview candidates have been determined) for both internal and external candidates are required by **March 30, 2001** and should be submitted to:

Dr. A.N. Beleastro, Dean
Faculty of Health Sciences
Health Sciences Addition, Room H124
The University of Western Ontario
London, Ontario, Canada N6A 5C1

Positions are subject to budget approval. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, visible minorities, aboriginal persons and persons with disabilities.

INTERNATIONAL STUDIES INSTRUCTOR

PART-TIME, TERM SPRING/FALL 2001 SEMESTERS

The International Studies Program in the College of Arts, Social & Health Sciences invites applications for a part-time instructor to teach first and second year introductory Japanese language during the Spring semester (May-June) and Fall semester (September – December). Candidates should be fluent in conversational and written elements of the Japanese language, focusing teaching on the use of materials from everyday situations. Qualifications include an appropriate degree and extensive formal language education training, if not a Japanese teaching certificate. The ability to teach effectively at the undergraduate level and previous teaching experience would be considered an asset. Preference will be given to persons for whom Japanese is a first language.

The University of Northern British Columbia is a small, research intensive university with an enrolment of 3,500 students in more than 40 undergraduate and graduate academic programs. UNBC provides broad support for faculty to develop their research and teaching capabilities, a strong mandate for growth, a modern and comprehensive campus and a distinctive quality of life in central British Columbia. The International Studies Program offers students undergraduate and graduate areas of study in preparation for careers involving international interactions and explores issues from economic, social, cultural and environmental perspectives. Foreign language training and study abroad experiences are incorporated into the program.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) by March 23, 2001, to: Dr. Deborah Poff, Vice President (Academic) & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to Dr. Dan Munton, Program Chair, at (250) 960-6644. Fax: (250) 960-5544. Email: muntan@unbc.ca

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

For more information, visit our Web site: **www.unbc.ca**

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

philosophy. An interest in feminist political theory and in teaching introductory political science would be assets. The department is interested in candidates with a proven record of undergraduate teaching. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Applications, together with a curriculum vitae and the names of three referees, should be directed to: Dr. Andrew Sancton, Chair, Department of Political Science, The University of Western Ontario, Social Science Centre, London, ON N6A 5C2 Deadline for receipt of applications: March 30, 2001.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — The Department of Political Science seeks to fill a tenure-track position at the Assistant Professor level, to begin September 1, 2001. The person appointed will be expected to teach political behaviour and quantitative research methods to undergraduate and M.A. students. As well, the person appointed will have teaching and research expertise in one or more of the following: public opinion, campaigns and elections, survey research, and public policy. Applicants should have a completed PhD at the time of appointment and a promising record of teaching and scholarly research. The post is subject to final budgetary approval. Applicants should submit a curriculum vitae, reprints of recent publications, statements of research interests and teaching philosophy, and the names and addresses of three referees to: Dr. Peter G. Boswell, Head, Department of Political Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X9, fax: (709) 737-4000; e-mail: pboswell@mun.ca The closing date for receipt of applications is March 30, 2001. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF NEW BRUNSWICK — The Department of Political Science invites applications for two tenure-track appointments to be effective July 1, 2001. One position will be in Canadian Public Policy and Governance, the other position will be in Comparative Public Policy and/or Comparative Politics. Specialization in women and politics, empirical research methods, or Atlantic Canada would be an asset. However, applicants with other specializations are encouraged to apply. We anticipate that the appointments will be made at the Assistant Professor level, but one appointment may be made at the Associate Professor level. Applicants should have a PhD in Political Science (completed or near completion) and demonstrated teaching and research ability. Closing date for receipt of applications is March 15, 2001. Applicants should send a curriculum vitae, including the names and addresses of three referees, along with any other supporting documentation to: Prof. Richard Sigurdson, Chair, Department of Political Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada E3B 5A3; phone: (506) 458-7382; fax: (506) 453-4755; e-mail: rsigurds@unb.ca. Information on the Department and the University can be found at the Department's Web Site. http://www.unb.ca/depart/arts/Pol/ In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF ALBERTA — The Department of Political Science invites applications for a tenure track appointment at the Assistant Professor level effective July 1, 2001. The position is in Canadian Politics with specialization in Political Parties and one of the following three areas: Public Policy, Provincial Politics, or Federalism. We are seeking an enthusiastic teacher with a proven commitment to teaching and learning excellence and demonstrated potential in research scholarship. The successful applicant will have a completed PhD and a record of teaching, research and publication in her/his respective areas of specialization. The candidate will be expected to teach the Department's introductory Canadian Politics course, as well as, undergraduate and graduate courses in the above listed areas of specialization. Applicants should also have an affinity for supervision and guidance of students in the BA Honours, MA and PhD programs. The salary floor for the assistant professor rank as of July 1, 2001 is $45,378. The Department of Political Science at the University of Alberta has 24 full-time academic staff. In addition to a strong core of programs in traditional fields of political science, the Department of Political Science has targeted two areas of excellence: Globalization & Governance and Gender & Politics. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A detailed curriculum vita and three confidential letters of reference should be received no later than March 31, 2001. Address applications to: Dr. Janine Brodie, Chair, Department of Political Science, 10-16 Tory Building, University of Alberta, Edmonton, Alberta, T6G 2H4. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, persons with disabilities, members of visible minorities, and Aboriginal persons.

CARLETON UNIVERSITY — The Department of Political Science. Subject to budgetary approval, the Department of Political Science seeks applications for a ten month term appointment at the rank of assistant professor effective August 1, 2001. The successful candidate will demonstrate expertise in Comparative Politics with a specialization in Development and Underdevelopment. Applicants must have a completed PhD and a commitment to effective teaching and scholarly research. Canadian citizens and permanent residents will be considered first for this position. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications, including curriculum vitae and the names of at least three referees, should be made by April 16, 2001, to: Dr. Glen Williams, Professor and Chair, Department of Political Science, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6.

PSYCHOLOGY

UNIVERSITY OF SASKATCHEWAN — Clinical Psychology. Applications are being accepted for a tenure-track position in clinical psychology at the Assistant Professor rank effective July 1, 2001. Applicants with research interests in any area of clinical psychology are invited to apply. Of particular interest are applicants with research experience in marital or family therapy, or group therapy. Requirements for the position include: PhD in clinical psychology, a strong research record, evidence of effectiveness in teaching and supervision, completion of an internship, and eligibility for registration as a psychologist in Saskatchewan. Applicants with specialization in marital or family therapy who have a doctoral degree in other disciplines will also be considered. The Department's doctoral program in clinical psychology is a scientist-practitioner program and is fully accredited by the Canadian and American Psychological Associations. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates. People of aboriginal descent, members of visible minorities, people with disabilities, and women, are invited to identify themselves as members of these designated groups on their applications. In accordance with immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Other qualified applicants are also invited to apply. Applicants should send a cv, statement of research, teaching and clinical interests, and letters of reference to L. McMullen, Head, Dept. of Psychology, University of Saskatchewan, Saskatoon SK S7N 5A5 Canada. Deadline for applications is March 15, 2001.

QUEEN'S UNIVERSITY — Department of Psychology. A tenure-track position at the Assistant Professor level is available starting 1 July 2001, or as soon as possible thereafter in clinical neuropsychology. Applications will be accepted until April 16, 2001, or until the position is filled. This position is subject to budgetary approval. Queen's University is located in the historic city of Kingston, an attractive community of approximately 125,000, situated on the shore of Lake Ontario at the head of the St. Lawrence River, and roughly equidistant from Toronto, Ottawa, Montreal, and Syracuse, N.Y. For additional information about Queen's and our Department see our website at http://pavlov.psyc.queensu.ca/. The programme in Clinical Psychology is strongly committed to the scientist-practitioner model, and demonstrated excellence in research is an essential requirement. The successful candidate must hold a PhD in psychology; be able to teach human neuropsychology at the undergraduate level, and clinical neuropsychology (including neuropsychological assessment) at the graduate level, supervise undergraduate and graduate theses; and be either registered or eligible for registration as a clinical neuropsychologist in Ontario. The area of specific research interest should enhance one or more existing strengths relevant to the Clinical Programme which include developmental, forensic, and health psychology; assessment; and neurobiological mechanisms of behaviour relevant to psychological disorders. Decisions will be made on the basis of demonstrated research and teaching excellence, complementarity of research interests, possession of relevant skills, and potential for collegial service. Salary will be commensurate with qualifications and experience. Canadian citizens and permanent residents will be considered first for this position. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications, curriculum vitae, copies of recent publications and letters from three referees should be sent to Dr. A.W. MacLean, Head, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6, telephone (613) 533-2492, fax (613) 533-2499.

QUEEN'S UNIVERSITY — Department of Psychology. A tenure-track position at the Assistant Professor level is available starting 1 July 2001, or as soon as possible thereafter in clinical psychology. Applications will be accepted until April 16, 2001, or until the position is filled. Queen's University is located in the historic city of Kingston, an attractive community of approximately 125,000, situated on the shore of Lake Ontario at the head of the St. Lawrence River, and roughly equidistant from Toronto, Ottawa, Montreal, and Syracuse, N.Y. For additional information about Queen's and our Department see our website at http://pavlov.psyc.queensu.ca/. The programme in Clinical Psychology is strongly committed to the scientist-practitioner model, and demonstrated excellence in research is an essential requirement. The successful candidate must hold a PhD in psychology; be able to teach abnormal and/or health psychology at the undergraduate level and health psychology at the graduate level, supervise undergraduate and graduate theses; and be either registered or eligible for registration as a clinical psychologist in Ontario. The area of specific research interest should broaden and complement one or more existing strengths in the Clinical Programme, these include abnormal, developmental, forensic, and health psychology, assessment, and neurobiological mechanisms of behaviour disorders. Preference will be given to candidates with research interests in health psychology. Decisions will be made on the basis of demonstrated research and teaching excellence, complementarity of research interests to those existing in the Department, possession of relevant skills, and potential for collegial service. Salary will be commensurate with qualifications and experience. Canadian citizens and permanent residents will be considered first for this position. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications, curriculum vitae, copies of recent publications and letters from three referees should be sent to Dr. A.W. MacLean, Head, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6, telephone (613) 533-2492, fax (613) 533-2499.

WILFRID LAURIER UNIVERSITY — The Psychology Department invites applications for a 12-month limited term faculty position, subject to budgetary approval, beginning July 1, 2001. The appointee will be expected to teach introductory psychology and undergraduate courses in one or more of the following areas: social psychology, cognitive psychology, perception, learning, or research methods. Applicants should hold a PhD, and provide evidence of commitment to and superior ability in teaching. Applicants should send a curriculum vitae, copies of recent publications, a statement regarding teaching experience, and three letters of reference to Dr. Angelo Santi, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: asanti@wlu.ca). Closing date for applications and supporting materials is April 15, 2001. Applicants can learn more about the Department and current faculty interests at our website http://www.wlu.ca/~wwwpsych. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be considered first for this position.

TENURE TRACK POSITION

ASSISTANT/ ASSOCIATE PROFESSOR NURSING PROGRAM

UNBC

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

The University of Northern British Columbia invites applications for a tenure track faculty position in the Nursing Program. The Nursing Program provides practice-based nursing education at the undergraduate and graduate level with focus in the areas of Rural and Northern Nursing, Community Health, and Aboriginal Health. The Program offers a 4 year BSN in collaboration with the College of New Caledonia, a Certificate in Rural and Northern Nursing, and a nursing stream within an interdisciplinary MSc in Community Health.

You have a strong clinical background/clinical nursing expertise in gerontological nursing, continuing care and/or community health. Ideal candidates have a doctoral degree or equivalent with at least one degree in nursing. You are eligible for registration with the RNABC and have teaching experience along with evidence of scholarship. Successful applicants will be expected to teach at the undergraduate and graduate levels, practice, and pursue a program of research.

Rank and salary are commensurate with education and experience. The appointment is anticipated to commence July 1, 2001.

Please forward your curriculum vitae and the names and addresses of three referees (including telephone and fax numbers) to: **Dr. Deborah Poff, Vice President (Academic) & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to Sylvia Barton, Chair, Nursing Program, bartons@unbc.ca.**

Revised Application Deadline: Applications received before March 31, 2001 will receive full consideration, but applications will be accepted until the position is filled.

For more information, visit our Web site: **www.unbc.ca**

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

SPEND YOUR SABBATICAL LEAVE AT BEAUTIFUL ROYAL ROADS UNIVERSITY ON THE PACIFIC COAST, IN VICTORIA, BC.

Royal Roads University invites applications from senior academics wishing to spend their sabbatical leave in residence on our campus - a 565-acre national heritage site, bordering the Juan de Fuca Strait and overlooking the Olympic Mountains. RRU is an innovative, fast-growing institution offering applied degrees for mid-career professionals, primarily at the Master's level.

Your academic interests should reflect one or more of our curricular themes: entrepreneurial management, sustainability, leadership and conflict management. You should also have an interest in learner-centred educational innovation, including on-line course delivery. Further information on our unique learning model can be found on our website: www.royalroads.ca

Accommodation and office space will be provided. The minimum residence should be for six months. You will be asked to make a contribution to the University through occasional guest lectures to programs or the community, and/or through engaging with RRU faculty in applied research or consulting projects.

Please submit a letter of interest with C.V. indicating which of our four academic divisions you would like to review your application: Organizational Leadership and Learning; Management Programs; Peace and Conflict Studies; Science, Technology and Environment.

Human Resources
Royal Roads University
2005 Sooke Road
Victoria, BC
V9B 5Y2

You can get there from here

University of Alberta
Edmonton

Chair, Department of Obstetrics and Gynecology

Faculty of Medicine and Dentistry

The Faculty of Medicine and Dentistry, University of Alberta invites application for a full-time academic tenured position as Professor and Chair of the Department of Obstetrics and Gynecology. The position will also serve as the Chief of the Women's Health Program at the Royal Alexandra Hospital, Capital Health.

Responsible for a Department with 13 full-time faculty and over 40 clinical faculty, the Chair will demonstrate excellent leadership qualities, interpersonal skills and have the necessary experience to stimulate teaching and research programs. The successful candidate together with the Office of the Dean will be responsible for the undergraduate and postgraduate training programs, which are coordinated throughout the Region.

As Chief of Women's Health, the candidate will share responsibility and accountability with the Patient Care Director for the administration of the Women's Health Program at the Royal Alexandra Hospital. In addition, the Chief has significant regional responsibilities and provides site coordination and support for regional medical policy. The Royal Alexandra Hospital is a large university-affiliated downtown referral hospital within the Capital Health Authority, Edmonton. The Women's Health Program is a strategic lead program of the Royal Alexandra Hospital and provides tertiary level care for northcentral Alberta, northern BC and the Northwest Territories. This includes a wide range of subspecialties such as gynecological oncology, urogynecology, fertility and endocrinology and perinatalogy, including about 4800 births per year. As a result of new government funding, the Royal Alexandra Hospital is about to undergo an exciting $160M expansion that includes a dedicated Women's OR, inpatient units, outpatient clinics and labour and delivery areas. The successful candidate will be instrumental in leading the planning and implementation of the redevelopment project.

The Faculty of Medicine and Dentistry and Capital Health represent one of Canada's leading Academic Health Sciences Centres. With budgets of $140 million and $1.4 billion dollars respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education and clinical service. In addition to university resources, the Alberta Heritage Foundation for Medical Research provides excellent opportunities to recruit researchers and scientists from clinical investigators to senior scholars or scientists.

Details about the University of Alberta, Faculty, CHA and Edmonton can be found on the Faculty's Home Page at www.med.ualberta.ca

Interested candidates should submit a curriculum vitae outlining their current clinical and research interests and proposed future directions together with the names and addresses of three referees to:

Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine and Dentistry
University of Alberta
2J2 WC
Mackenzie Health Sciences Centre
Edmonton, Alberta, Canada T6G 2R7

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

CAREERS CARRIÈRES

The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

UNIVERSITY OF REGINA — Department of Psychology invites applications for a tenure track position at the Assistant Professor level commencing July 1, 2001. The successful candidate should possess a doctoral degree in clinical psychology and should have demonstrated ability in research and teaching. He/she should also be eligible for registration as a psychologist in the province of Saskatchewan. Applicants should be qualified to teach courses both at the undergraduate and graduate level and to supervise graduate and undergraduate theses. We are specifically interested in candidates who could teach courses in Personality, Abnormal and/or Psychological Assessment. We have an established graduate programme in clinical psychology and are hoping to seek accreditation from the Canadian Psychological Association. We also have very good relations with a number of health care facilities both within the Regina Health District and throughout the province. Applicants are invited to submit a curriculum vitae, reprints or preprints, and arrange for the forwarding of three letters of reference supporting both teaching and research scholarship to: Dr. Murray Knustila, Dean of Arts, University of Regina, Regina, Saskatchewan, Canada S4S 0A2. Enquiries about the position should be directed to Dr. Joan Roy, Head, Department of Psychology, University of Regina, Regina, Saskatchewan, Canada, S4S 0A2 (tel. 306-585-4157). Deadline for this position is March 31, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

UNIVERSITY OF WATERLOO — The Department of Psychology invites applications from exceptional candidates for a junior (Tier II) Canada Research Chair in Cognitive Neuroscience. Area of specialization is open, but we are particularly interested in applications from individuals who have experience using fMRI or ERPs to gain insights into the processes underlying human cognition. We anticipate that the successful applicant will be appointed as a tenure-track assistant or associate professor. Applicants must have a PhD in psychology, or a closely related field, a proven record of research excellence, and a strong on-going research program. The successful applicant will be expected to participate in both undergraduate and graduate education. Information about the Department can be found at: http://www.psychology.uwaterloo.ca. The appointment can begin as early as July 1 or September 1, 2001. Applications will be reviewed as received and will be considered until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Cognitive Neuroscience Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

RUSSIAN

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — The Department of German and Russian. Subject to budgetary approval, the Department invites applications for a tenure-track position in Russian at the Assistant Professor level to commence September 1, 2001. In addition to Russian language and literature at all undergraduate levels, the successful candidate will be required to teach introductory courses in German. Near native fluency in English as well as Russian is required. The successful applicant will have a doctorate in hand by the date of appointment and be able to submit evidence of effective teaching and research potential. Please send a curriculum vitae, and the names and addresses of three referees, to Dr. Richard Ilgner, Head, Department of German and Russian, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7. The closing date for applications is March 30, 2001. Memorial University is the largest university in Atlantic Canada. As the province's only university Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SOCIAL WORK

WILFRID LAURIER UNIVERSITY — The Faculty of Social Work invites applications for a clinical tenure-track position at a senior level. Candidates should have a completed graduate degree in social work and a proven ability to teach at the graduate level. They must also have demonstrated excellence in scholarship and a developed program of research. Identified teaching priorities are clinical practice with individuals or families or groups. The Faculty has programmes at graduate levels only and appointees will be expected to teach and supervise research at the master's and doctoral levels. Appointment will be at rank and salary commensurate with qualifications and experience. The preferred date of appointment is July 1, 2001, but this is negotiable. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. A particular need of the Faculty is to increase the representation of the following equity groups: visible minorities, aboriginal people, people with disabilities and women. Applicants should send a curriculum vitae, copies of recent publications, a statement of teaching and research interests, and the names of three references to: Professor Luke Fusco, Acting Dean, Faculty of Social Work, Wilfrid Laurier University, Waterloo, ON, Canada N2L 3C5. Applications will be accepted until April 9, 2001 or subsequently, until the position is filled.

OKANAGAN UNIVERSITY COLLEGE — Social Work. Kelowna Centre. The Department of Social Work in the Faculty of Health and Social Development requires a College Professor to teach in the Bachelor of Social Work program. Required qualification is a PhD in Social Work (a Master's degree in Social Work with a PhD in a related discipline may be considered), or substantial progress towards completion; a strong record of excellence in teaching, research and practice. The successful applicant will be well-grounded in multi-level practice. Our new colleague will possess excellent interpersonal skills and work collaboratively with the social work faculty team. The program team seeks an energetic individual who is able to meaningfully link social work values, theory, research and practice through effective teaching. For inquiries of an academic nature, please contact Dr. Mary Ann Murphy, Chair, Department of Social Work, at. (250) 762-5445, Local 7136. This is a continuing (full-time) appointment effective approximately August 7, 2001. Please note: budget, financial and contractual factors may be responsible for delays, cancellation or alteration of posted positions. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae (quoting Competition No. 82FAC00 (C8)) and the names, addresses and telephone numbers of three referees by April 18, 2001 to: Employee Relations Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC, V1Y 4X8. Applications may be faxed to (250) 862-5475, or e-mail your application to: erapplicants@okanagan.bc.ca. E-mailed applications can only be received as attachments in Word format and must include the Competition Number in the subject line. Please visit our website at http://www.ouc.bc.ca/jobpostings/. Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

SOCIOLOGY

TRENT UNIVERSITY — The Department of Sociology invites applications for two 9-month limited-term appointments at the Assistant Professor level, commencing September 1, 2001, subject to budgetary approval. Applicants should have a PhD in Sociology and a demonstrated record in teaching. The successful applicant will be expected to teach introductory sociology, and social inequality or self and social interaction. In addition preference will be given to applicants with expertise in at least one of the following: statistics, deviance, criminology, health and illness, gender, and education. Applicants should submit a letter of application, curriculum vitae and names and addresses of three referees by March 30, 2001 to Professor Jim Conley, Chair, Department of Sociology, Trent University, Peterborough, Ontario, K9J 7B8. Trent University is an employment equity employer, and especially invites applications from women, aboriginal persons, visible minorities and disabled persons. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF SASKATCHEWAN — Department of Sociology. Applications are invited for a one-year limited term appointment at the rank of Assistant Professor in the Department of Sociology. The position starts July 1, 2001. The applicant should have a strong background in Criminology with special focus on First Nations Studies. The position involves teaching senior and graduate courses in these areas, including coordination and supervision of practicum courses and placements for students in the Aboriginal Justice and Criminology Program in Sociology. Normally a completed PhD is expected at the time of appointment; however, consideration will be given to candidates with a Master's Degree and considerable background and expertise in Aboriginal justice issues. Initiatives are under way to strengthen research and programming in this area and it is anticipated that there will be recruitment for a tenure-track position in the area in the near future. More about the Department of Sociology and its programs can be found on the Department website www.usask.ca/sociology/. The University is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. Qualified female candidates and candidates of Aboriginal ancestry are particularly encouraged to apply. Applications, including a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work, and any available teaching evaluations, should be sent to the Department Head at the following address: Department of Sociology University of Saskatchewan, 1016-9 Campus Drive, Saskatoon, SK S7N 5A5, Fax: (306) 966-6950, Phone: (306) 966-6925, Email wotherspoon@sask.usask.ca. Applicants should also arrange for three reference letters to be sent to the same address or fax number. Closing date for applications is March 15, 2001.

UNIVERSITY OF TORONTO — The Department of Sociology and the Institute for Women's Studies and Gender Studies at the University of Toronto invite applications for a tenure track joint appointment at the rank of Assistant Professor. The successful candidate will have a PhD in sociology and will carry out research on health or social policy issues, with a focus on gender. The appointment will be effective July 1, 2001 (negotiable). Applicants should have a completed PhD by the time of the appointment and have demonstrated promise of excellence in teaching and scholarly research and publication. As the appointment is shared (60% Sociology and 40% Women's/Gender Studies), the appointee will be expected to teach undergraduate and graduate courses in Sociology and in Women's Studies and Gender Studies. The latter requires a capacity to teach interdisciplinary courses. Salary will be commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, person with disabilities, and others who may contribute to further diversification of ideas. Applications should include a covering letter, curriculum vitae, teaching dossier and two article-length samples of research. Applicants should also arrange for three letters of reference to be submitted under separate cover. The review of applications will begin shortly thereafter. All correspondence should be sent to Professor Lorne Tepperman, Chair, Department of Sociology, University of Toronto, 725 Spadina Avenue, Toronto, Ontario, Canada, M5S 2J4. Applications will close April 30, 2001.

UNIVERSITY OF WINDSOR — invites applications for a 12-month limited-term faculty position in Sociology and Anthropology in the area of quantitative methods at the rank of assistant professor commencing July 1, 2001. Subject to budgetary approval. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Chair, Search Committee,

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005, tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900.

ADVERTISING RATES

CLASSIFIED SECTION
Display ads[1] $4.25
Classified ads $4.00

EDITORIAL SECTION
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COLOUR ADVERTISING[2]
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Black & 2 colours $420
Black & 3 colours $900

All prices quoted are per agate line and are in effect until July 1, 2001.
[1]Agency commission 15% (camera-ready artwork required)
[2]These prices indicate a colour advertising surcharge based on number of process colours used per page or fraction of page. Separations to be supplied by advertiser

MALASPINA University-College

WWW.MALA.

Located on scenic Vancouver Island–with a main campus in Nanaimo and three regional campuses–Malaspina offers a comprehensive range of Academic, Applied, Career/Technology and Upgrading programs and also engages in community education, international education and contract training. Teaching excellence is stressed in all programs. We are now accepting applications.

Dean of Education

Comp. 01-1002 closes 1 pm Mar. 30/01

For full details, please click on **Employment Opportunities** on the Malaspina University-College website **www.mala.bc.ca.** or call our 24-hour Job Line (250) 741-2562.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Malaspina University-College

Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5

AD DEADLINES 2000-2001

The *Bulletin* is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
January	December 4/00	December 11/00
February	January 8/01	January 15/01
March	February 5/01	February 12/01
April	March 5/01	March 12/01
May	April 6/01	April 12/01
June	May 7/01	May 14/01

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

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CAUT BULLETIN

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TEL **(613) 820.2270** *FAX* **(613) 820.2417**
EMAIL **ads@caut.ca**

2675 Queensview Drive, Ottawa, ON K2B 8K2

× CLIP & SAVE

Saskatchewan Indian Federated College

Program Director
Saskatoon Campus

The SIFC School of Indian Social Work has an opening for a one-year term appointment (subject to budgetary approval) at the rank of Assistant Professor for a Program Director for the proposed Master of Aboriginal Social Work program. The successful candidate will be responsible for teaching and research in Social Work and administration at the graduate level, and must be able to work collaboratively with First Nations' communities. Position will commence July 1, 2001. Applicants should possess a PhD in Social Work, (degree in Social Work or a Masters degree could be considered with a commitment to enter a PhD program). Fluency in a First Nations language is desirable. Preference will be given to First Nations applicants (S.H.R.C. # E-93-13). Please indicate your First Nations status on your covering letter.

Qualified individuals are encouraged to send a letter of application complete with curriculum vitae, transcripts and/or diplomas, and the names and addresses of three referees, including a copy of a current CPIC (Canadian Police Information Check) by April 5, 2001 to:

Jonathan Sealy
Department Head of Indian Social Work
SIFC — Saskatoon Campus
710 Duke Street
Saskatoon, SK S7M 0P8

Email: jsealy@sifc.edu
Phone: (306) 931-1834
Fax: (306) 665-0175

Institute of Aerospace Studies
University of Toronto

Assistant/Associate Professors
Aerospace Engineering
Flight Mechanics & Combustion

The University of Toronto Institute for Aerospace Studies (UTIAS) is seeking applications for two tenure-track positions. One position is at the 'Assistant Professor' level in the area of aircraft flight mechanics, with focus on flight test and aircraft parameter identification. The other position is at the 'Associate Professor' level in the area of aircraft propulsion with focus on experimental research in gas turbine engine combustion; the successful candidate will have a leading role in the establishment of a major combustion research facility at UTIAS.

Candidates must have a doctoral degree and a strong commitment to teaching and research, with demonstrated ability to establish and maintain a dynamic research program. The successful candidate is expected to conduct research, supervise graduate students, and teach undergraduate and postgraduate courses. Salary is commensurate with qualifications and experience.

Applications should include: (i) a detailed curriculum vitae, (ii) a concise statement (3 pages maximum) of teaching and research interests, objectives and accomplishments, and (iii) the names and addresses [including telephone, fax and email] of at least four referees who are able to comment on the candidate's experience and ability in teaching and research.

Applications should be sent to **Professor A.A. Haasz, Director, University of Toronto Institute for Aerospace Studies, 4925 Dufferin Street, Toronto, Ontario, Canada M3H-5T6** by **March 31, 2001**; however, applications will be accepted until the positions are filled. For more information about UTIAS, see our web at [http:// www.utias.utoronto.ca].

In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. The University of Toronto encourages applications from qualified men and women, including members of visible minorities, aboriginal people, and persons with disabilities.

CAREERS CARRIÈRES

Department of Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519-253-3000, ext. 2190; Fax: 519-971-3621; E-mail: lynnep@uwindsor.ca.

UNIVERSITY OF WINDSOR — invites applications for a tenure-track faculty position in Sociology and Anthropology in the area of quantitative methods in the rank of assistant professor commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Lynne Phillips, Chair, Search Committee, Department of Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519-253-3000, ext. 2190; Fax: 519-971-3621; E-mail: lynnep@uwindsor.ca

SPANISH

CONCORDIA UNIVERSITY — The Department of Classics, Modern Languages and Linguistics invites applications for a Limited Term appointment in Spanish for the 2001 – 2002 academic year. Preference will be given to applicants with a PhD and expertise in the area of Peninsular literature of the nineteenth and/or twentieth century. Excellence in teaching and native or near-native fluency in Spanish and English are required. Teaching responsibilities are likely to include the Spanish language at all levels, Spanish culture and/or panorama of literature and other literature courses. Applications should consist of a letter of intent, a curriculum vitae, a statement of teaching and research interests and three letters of reference. Please forward applications to: Dr. Catherine Vallejo, Chair, Department of Classics, Modern Languages and Linguistics, Concordia University, 1455 de Maisonneuve Blvd. West, suite H-663, Montreal, Quebec, H3G 1M8; e-mail: vallejo@alcor.concordia.ca. Review of applications will begin on March 15, 2001 and continue until the position is filled. Hiring is subject to budgetary approval. The above position is a full-time, limited-term appointment, beginning August 15, 2001 and ending May 31, 2002. This advertisement is simultaneously directed to Canadian citizens and permanent residents of Canada and to non-Canadians. Under current Canadian immigration guidelines, the dossiers of Canadian citizens and permanent residents must be examined in the first instance, after which the applications of others will be considered. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

UNIVERSITY OF MANITOBA — The Department of French, Spanish and Italian, subject to final budgetary approval, invites applications for a one-year term position at the rank of Instructor I in Spanish language and Spanish American literature. The appointment will be for the period from September 1, 2001 to August 31, 2002. The Department of French, Spanish and Italian at the University of Manitoba offers an undergraduate programme in Spanish consisting of a major and a minor in Spanish language and literature. The successful applicant will have a record of successful teaching in Spanish American literature. Minimum of an MA (or equivalent) is required. The successful applicant will be asked to teach the equivalent of three full courses (possibly at the 100, 200 or 300 level). Salary will be commensurate with qualifications and experiences, but is intended to be near the floor for this rank, which is $33,032. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A letter of application, curriculum vitae, three letters of reference, and evidence of successful teaching should be sent to the Head, Department of French, Spanish and Italian, University of Manitoba, Winnipeg, Manitoba R3T 5V5. The deadline for receipt of applications is March 31, 2001.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Department of French & Spanish. Subject to budgetary approval, the Department of French and Spanish invites applications for a tenure-track position at the Assistant Professor level in Spanish, and also French: in addition to spanish language and literature at all undergraduate levels, the successful candidate will, if necessary, be required to teach courses in introductory French. The successful applicant will have a doctorate, or a doctorate near completion, in Latin-American literature and civilisation (in preference to peninsular studies) and will provide evidence of effective teaching and research potential. An application with a curriculum vitae and the names and addresses of three referees should be sent to: Dr. David Graham, Head, Department of French and Spanish, Memorial University of Newfoundland, St. John's, NF, A1B 3X9. The deadline for the receipt of applications is March 30, 2001, with the date of appointment effective September 1, 2001. Memorial University is the largest university in Atlantic Canada. As the province's only university Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's: a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THEATRE HISTORY

UNIVERSITY OF LETHBRIDGE — Faculty of Fine Arts, Division of Theatre and Dramatic Arts, invites applications for a full-time tenure track position at the Assistant Professor level to teach in the area of Theatre History, effective July 1, 2001. A PhD is required along with a demonstrated record of scholarly research, publications, productions, and excellence in teaching. The successful candidate will teach the core courses in theatre history including Canadian, Introduction to Dramatic Arts, and a seminar series on a wide range of performance and production topics, as well as, other courses according to the programme needs and the instructor's interest and expertise. Additionally, the successful candidate must have the desire and ability to participate in the development and operation of the Division of Dramatic Arts and the Faculty. The Faculty of Fine Arts, housed in the Centre for the Arts with state-of-the-art equipment and facilities, offers degree programs in Music, Art, Drama, and Multimedia within the liberal arts education context and focuses on excellence in teaching and research/creative activity. Founded in 1967, the University is located in southern Alberta, and has an enrolment of more than 6000 students. For more information about the University of Lethbridge, please visit our web site at www.uleth.ca. Candidates should submit an application describing interest and all areas of teaching expertise, along with a current curriculum vitae, official transcripts, and a statement of teaching philosophy, current research program, and samples of recent publications/performances. Arrange for material and three letters of reference from people who can assess teaching as well as research to be sent to the following by the closing date, March 31, 2001: Dr. C.J. Skinner, Dean, Faculty of Fine Arts, The University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4; tel (403) 329-2155; fax: (403) 382-7127; email: skinner@uleth.ca. The University is an equal opportunity employer and offers a non-smoking environment. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

URBAN PLANNING & TRANSPORTATION

McGILL UNIVERSITY — The School of Urban Planning and the Department of Civil Engineering and Applied Mechanics. McGill University (www.mcgill.ca), are searching for qualified individuals for a joint appointment in transportation Planning at the Assistant Professor level. Candidates with a strong interest and expertise in working at the interface between transportation and land use planning are especially encouraged to apply. Further details concerning this position may be viewed under the heading "Career Opportunities" at www.mcgill.ca/urbanplanning. The position is available as early as July 1, 2001. The screening of applications will begin immediately and will continue until the position is filled. Interested candidates should submit an application that includes a statement of teaching and research interests, a curriculum vitae, the names and addresses of three referees and copies of recent publications to Professor David Brown, Director, School of Urban Planning, McGill University, Macdonald Engineering Building, 815 Sherbrooke Street West, Montreal, QC, Canada, H3A 2K6. Inquiries may be directed to Professor Denis Mitchell, Chair, Civil Engineering and Applied Mechanics (mitchell@civil.lan.mcgill.ca) or Professor Brown (david.brown@mcgill.ca). In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The position is subject to final budgetary approval of the University. McGill University is committed to equity in employment. While English is the language of instruction, knowledge of French is an asset.

WOMEN'S STUDIES

CARLETON UNIVERSITY / UNIVERSITY OF OTTAWA — Women's Studies. Applications are invited for the position of Joint Chair in Women's Studies at Carleton University and at the University of Ottawa. This is an 18-month term appointment. It can be held over a 2-year period commencing at the earliest, on September 1, 2001, or at the latest, on January 1, 2002. There is the possibility of renewal for an additional 9-month term, subject to satisfactory performance and budgetary approval. Responsibilities and opportunities: The incumbent will be expected to create innovative research programs; provide leadership in responding to new research initiatives, develop and foster research links between the two universities and the community, facilitate the dissemination of research results, and teach in the graduate and/or undergraduate programs of each university, as required. The teaching load assigned will reflect the demands of the other responsibilities. The Joint Chair in Women's Studies was established in 1985. This position offers the Chairholder the opportunity to work with Women's Studies colleagues in both academic and non-academic communities in the National Capital Region. Candidates should view this appointment as an opportunity to explore innovative feminist and interdisciplinary topics. Qualifications: PhD and an active and established record of published research in Feminist Scholarship/Women's Studies. Applications are also welcome from persons having equivalent education and experience. Fluency in both official languages is mandatory. Candidates will be expected to articulate a proposed research program as part of their application. Salary: Commensurate with qualifications and experience. Applications: Letters of application, including a proposed research program, a curriculum vitae and sealed letters from three referees should be sent to: Joint Chair Search Committee, c/o Pauline Jewett Institute of Women's Studies, Carleton University, Dunton Tower, Room 1419, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, or c/o Institute of Women's Studies, University of Ottawa, 143 Séraphin-Marion, P.O. Box 450, Station A, Ottawa, Ontario, K1N 6N5, by April 15, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both Carleton University and the University of Ottawa have employment equity programmes and encourage applications from women, aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITÉ D'OTTAWA/CARLETON UNIVERSITY — Études des femmes. L'Université d'Ottawa et Carleton University désirent combler le poste de titulaire de la Chaire conjointe en études des femmes. Il s'agit d'un mandat de 18 mois répartis sur une période de deux ans. Le mandat débutera au plus tôt, le 1er septembre 2001 ou, au plus tard, le 1er janvier 2002. Possibilité de renouvellement pour un mandat additionnel de neuf mois, conditionnel à un rendement satisfaisant et sujet à approbation budgétaire. Fonctions et opportunités: La ou le titulaire devra élaborer des projets de recherches novateurs; assumer un leadership dans la mise en oeuvre et le suivi de nouveaux projets de recherches, développer et encourager des partenariats de recherche entre les deux universités et la communauté; contribuer à la diffusion des résultats des recherches; et enseigner au niveau du premier et/ou du deuxième cycles aux deux universités, selon les besoins. La charge d'enseignement attribuée tiendra compte des autres exigences du poste. Créée en 1985, la Chaire conjointe en études des femmes offre à sa ou son titulaire la possibilité de contribuer à la promotion des études des femmes dans les deux universités ainsi que dans la communauté de la région de la capitale nationale. L'orientation actuelle de la Chaire offrira à sa ou son titulaire l'occasion d'explorer de nouvelles questions féministes et interdisciplinaires. Qualifications: PhD et un excellent dossier de travaux et de publications dans les domaines de la recherche féministe et des études des femmes. Nous accueillerons aussi les candidatures de personnes ayant une formation et une expérience professionnelle équivalentes. Le bilinguisme est essentiel, la ou le titulaire devant s'exprimer avec aisance en anglais et en français. Les candidat-e-s devront faire état de leur programme de recherche lors de la soumission de leur candidature. Salaire: Conforme aux qualifications et à l'expérience. Candidatures: Les demandes devront inclure une proposition de programme de recherche, un curriculum vitae ainsi que des lettres de recommandation scellées et signées par trois répondant-e-s. Les dossiers devront être envoyés à l'attention du Comité conjoint de sélection pour la Chaire, aux soins de l'Institut d'études des femmes, Université d'Ottawa, 143, Séraphin-Marion, C.P. 450, Succ. A, Ottawa, Ontario, K1N 6N5 ou aux soins de Pauline Jewett Institute of Women's Studies, Carleton University, Dunton Tower, Room 1419, 1125, chemin Colonel By, Ottawa, Ontario, Ontario, K1S 5B6, avant le 15 Avril 2001. Conformément aux exigences des services canadiens de l'immigration, cette annonce s'adresse aux citoyens et citoyennes canadien-nes et/ou aux immigrant-e-s reçu-e-s. Les universités concernées, Ottawa et Carleton, ont toutes deux un programme en matière d'équité d'emploi et encouragent les candidatures de femmes, d'autochtones, de personnes ayant un handicap et de membres des minorités visibles.

UNIVERSITY OF TORONTO — The Institute of Women's Studies and Gender Studies at New College, University of Toronto, invites applications for a Lecturer position in Women's Studies. The appointment will be effective 1 July 2001. Applicants should have a PhD and a record of demonstrated excellence in teaching and administration. The appointee will be responsible for coordinating the undergraduate program and teaching large undergraduate courses and core courses. Salary will be commensurate with qualifications and experience. Applications should include a curriculum vitae and teaching dossier, and should be sent to Principal David Clandfield, New College, 300 Huron Street, University of Toronto, Toronto, M5S 3J6. Applicants should also ask three referees to write letters directly to Principal Clandfield. Applications will close on April 10, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversifications of ideas.

ACCOMMODATIONS

MONTRÉAL (ILE DES SOEURS) — appartement à sous-louer de juillet 2001 à juillet/août 2002, 3 1/2 meublé, chauffé, éclairé, 1 chambre fermée, patio, $755. 514-362-1862 ou nsauve@unb.ca.

FIRENZE/Italy — sabbatical/holiday rental — historical centre, attractive one-bedroom apartment, sleeps 2/4. Monthly (4 weeks) 1st 1,500,000 + util; weekly 800,000 (two people) all incl. Spezzotto, PH +39-055-245-739; FX +39-055-247-6266.

PARIS — Furnished Studio. Sep. kitchen, lots of closet space. Exc. South sunny location, steps from transp. & shopping. Phone/answ. TV-video-stereo. April 01 to June 02 or any 6-month period. $950/m (all inc). (604) 732-9016, or cpfst@hotmail.com.

EDUCATORS B&B TRAVEL NETWORK. Serving educators since 1986. $32 a night for two! Over 5,000 members in 52 countries in this executive travel network for educators. Housesitting also available. See our complete membership directory and join on line at www.educatorstravel.com. Write or call for free brochure. Box 5279, Eugene, OR 97405; (800) 377-3480.

EDINBURGH, SCOTLAND — Fully furnished 3-bedroom flat for rent from September 2001 to June 2002. Centrally located (New Town). All mod cons including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick or Stephen Brown (705) 741-5252 or (705) 748-1338/1237. Trent University. Email: "kchittick@trentu.ca" or "swbrown@trentu.ca."

TORONTO — Sabbatical Rental. Furnished 4-bedroom house. North Toronto. Close to subway, schools (incl. French immersion), shopping, Glendon College, York U., U. of Toronto. Available July 1/2001 for up to 14 months (negotiable). $2800/month plus utilities. (416) 482-7126, eswilkin@yorku.ca.

FRANCE — Elegant village house. 3 bedrooms, study. 30 min. to Nîmes and Montpellier. Fully equipped. Sep 1st 2001 - June 30th 2002. $1000 per month. (514) 487-2312, despfan@vax2.concordia.ca.

CENTRAL TORONTO — 3 bedroom home with 2 offices, 2 baths, and garage in the Bloor-Bathurst area. July 1 2001 - Aug. 30 2002. $1500/month plus utilities. Contact rrogers@yorku.ca.

University of Alberta
Edmonton

Director, Centre for Health Promotion Studies

The University of Alberta is seeking applications for a Director for the Centre for Health Promotion Studies (CHPS). This is a full-time, academic, tenurable position with the University of Alberta. A primary academic appointment and cross-appointment in the appropriate Faculty/Department(s) will be held. The CHPS is an interdisciplinary Centre formally established within the University of Alberta under the auspices of the Coordinating Council of Health Sciences (CCHS), which is comprised of the Deans from the six health sciences faculties. The CHPS is increasingly renowned for its health promotion research, educational programs, communication, and networking. The CHPS has secured base funding from the government of Alberta.

The successful candidate will be able to demonstrate a record of high quality research and be a respected authority in health promotion and/or population health; they will bring leadership, strong management, and effective communication skills to the Centre's research, education, and communication activities. Responsibility for fostering strong research programs and projects that attract provincial/national support will be required.

The Director will be a team builder and is expected to be a strong advocate for the Centre. This will include playing a leadership role in expanding on long-term core funding, advocacy regarding the Centre's sustainability, and fostering collaborative research and educational activities with a broad range of university, community and government organizations.

The successful candidate will hold a doctoral degree in a relevant discipline and demonstrated leadership in promoting the profile of health promotion initiatives at provincial, national, and international levels. Additional information about the Centre, including information on the graduate programs, research, and other activities is available at: http://www.chps.ualberta.ca.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applications, including a curriculum vitae and the names of three people who may be contacted for references, should be sent by April 15th to:

Genevieve Gray,
Chair, Selection Committee of the Coordinating Council of Health Sciences
Dean, Faculty of Nursing
University of Alberta,
Edmonton, Alberta T6G 2G3

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

Western

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London Health Promotion Centre

Beryl Ivey Chair in Ecosystem Health

Faculty of Medicine & Dentistry, The University of Western Ontario

The Faculty of Medicine & Dentistry of The University of Western Ontario, and the London Health Sciences Centre and St. Joseph's Health Care London, London, Ontario, which together constitute the London Academic Health Sciences Network, invite applications/nominations for the newly established Beryl Ivey Chair in Ecosystem Health. The Ecosystem Health Program at The University of Western Ontario is an exciting new program that was established just four years ago. Its achievements have been the introduction of a course in ecosystem health into the undergraduate program in the Faculty of Medicine & Dentistry and the establishment of student fellowships, faculty fellowships, and a fully endowed chair in Ecosystem Health. The Program has also recently established a partnership with the International Society for Ecosystem Health, and is host to the Society in its new home at The University of Western Ontario. An International Ecosystem Health course is also being conjointly organized with ISEH for the spring of 2001.

The Beryl Ivey Chair in Ecosystem Health will be a key leader in developing the Ecosystem Health Program in the Faculty of Medicine & Dentistry. Key objectives will be to consolidate a four-year undergraduate curriculum in ecosystem health, develop and implement ecosystem health curriculae for postgraduates and practicing physicians, develop interdisciplinary university and community networks in ecosystem health, and to foster research programs in ecosystem health.

The successful applicant should have 1) familiarity with, and deep commitment to the concept of ecosystem health and its relevance to human health, 2) considerable experience and expertise in a transdisciplinary/interdisciplinary area that is central to the ecosystem health field, 3) a high level of integration amongst the social, health, and natural sciences, 4) demonstrated leadership roles within academic institutions and/or international organizations, and 5) well developed teaching and interpersonal skills.

Having a medical degree and certification in a medical field is preferable, but not essential. The successful applicant will be appointed at the rank of Professor, to the most appropriate University department(s) in the Faculty of Medicine & Dentistry based on the applicant's training and certification. Clinical appointment(s) to the London Hospitals will be negotiated as required.

Interested candidates are asked to submit a CV and letter of application together with names and addresses of three references by **April 30, 2001** to:

Dean Carol P. Herbert
Faculty of Medicine & Dentistry
Health Sciences Addition, Room H112
The University of Western Ontario
London, Ontario N6A 5C1

Fax: (519) 661-3797

This position is subject to budget approval. In accordance with Canadian immigration requirements, Canadian citizens and Permanent Residents of Canada will be considered first for this position. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

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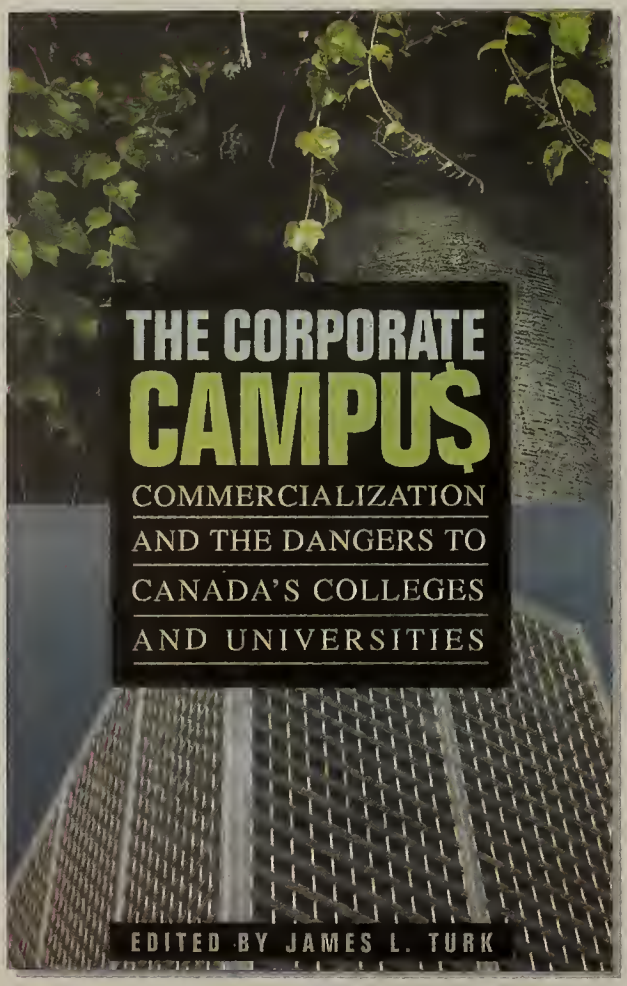
THE CORPORATE CAMPU$

Edited by James L. Turk



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